

		GAR- (Print:	Name of	Employee)
	Regulat	-		irement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety
	Ø	INITIAL		ANNUAL REFRESHER
	Ŕ	Hazard Communication + R	ecognition	1
	<b>X</b>	Contingency Plan Implemen	tation (Er	nergency Response)
		HW Technician or HW Hand	dling or e	quivalent
		Emergency Coordinator, Em	ergency F	Responder, Level III or equivalent
		Hazardous Waste Manageme	ent or equ	ivalent
		SCBA or Respirator		Medical Surveillance
		-	_	nining is available upon request. The training is Plan for the Hazardous Waste Management Program.
Γhe trai	ining w	as received on :		7-28-99 (Date)
By:	2.6	(Print: Trainer)	By:	Jerry Bodeau
Ву:		(Frint. Framer)	D.,,	(Print: Employee's Supervisor)
J V .		(Signature: Trainer)	By:	(Signature: Employee's Supervisor)
_				



Awarded to

## **GARY GRAF**

Of SUNKIST GROWERS

Ontario, California

For the Successful Completion of "8-Hour HAZPOWER First Responder Awareness Training"

July 28, 1999

WILLIAM F. MORENO

Assistant Vice President Risk Control Strategies

MARSH An MMC Company

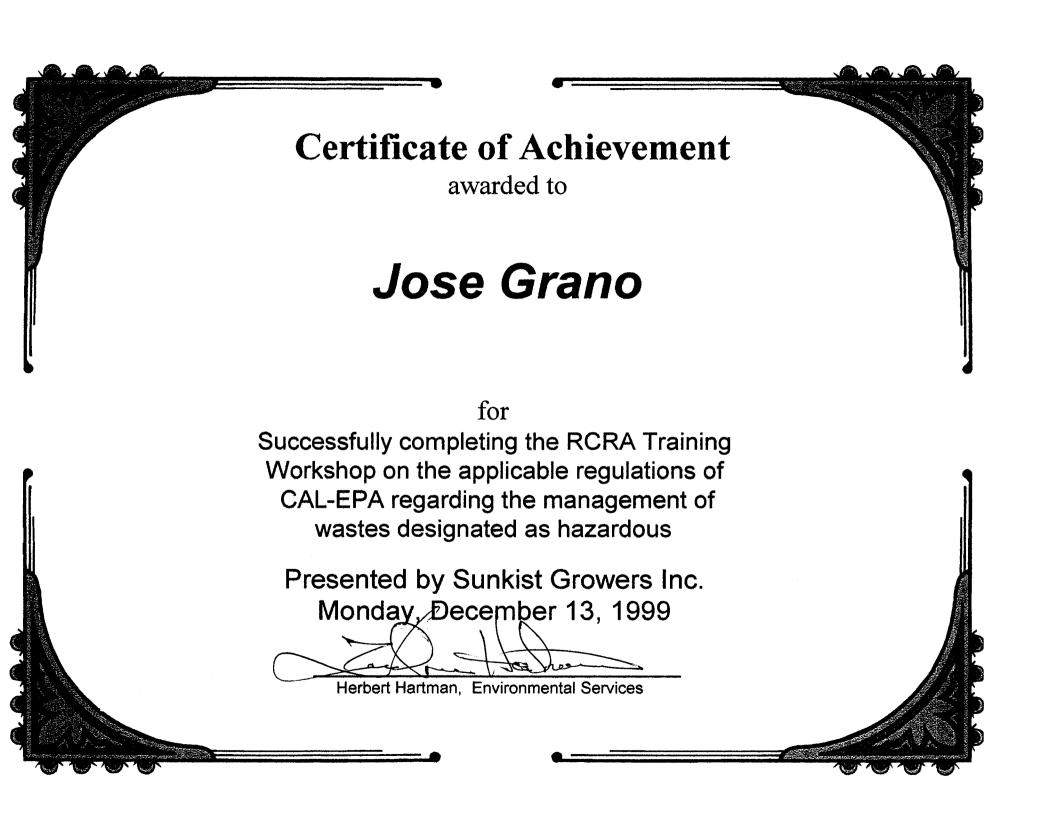


This certificat	e is issued to :  JOSE	C01	AND
<del></del>	(Print: N	ame of	Employee)
			uirement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety
	INITIAL		ANNUAL REFRESHER
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	Emergency Coordinator, Eme	rgency l	Responder, Level III or equivalent
	Hazardous Waste Managemer	it or equ	uivalent
	SCBA or Respirator		Medical Surveillance
	_	_	raining is available upon request. The training is Plan for the Hazardous Waste Management Program.
The training v	vas received on :		12 - 13 - 99 (Date)
By: <u>F209</u> (	(Print: Trainer)	Ву:	(Print: Employee's Supervisor)
Ву: 49	(Signature: Trainer)	Ву:	(Signature: Employee's Supervisor)
	Additional Certificate Attach	ed:	Yes 🗆 No





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		Additional Certificate Attached	:	Yes No





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	Additional Certificate Attached:	Ø	Yes		No





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		Additional Certificate Attached:		Yes No





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		•				

# Certificate of Achievence Hazardous Waste in California

This certificate has been awarded to:

Herbert Hartman

at

Newport Beach, California

For successfully completing the Lion Technology Inc.
two-day Training Workshop on the applicable state-specific regulations
of the California Environmental Protection Agency,
regarding the management of wastes
designated as hazardous.

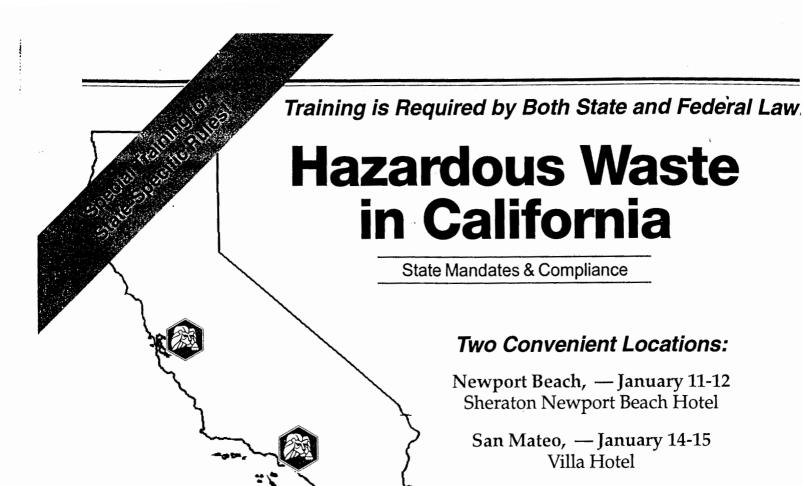
Training completed as of: 12 January 1999

National Registry of Professionals - Member PIN: 016-5039

Christopher P. Jagart
INSTRUCTOR

1.4 CEUs Awarded





Lion Technology Inc. is pleased to announce its expanded two-day workshop for hazardous waste generators in California. This state certification program teaches *California* hazardous waste laws and regulations.

Each attendee receives:

- Full annotated text of the California hazardous waste *Regulations*, plus
- Full text of the Laws that provide regulatory relief even though not yet incorporated into Agency rules, plus
- Key "RSU" documents and contacts for tracking change and keeping up to date.

This comprehensive California hazardous waste reference is available nowhere else!

This workshop will simplify the complex web of State regulations, statutory mandates and

For full training on Federal rules, Lion offers our premier nationwide workshops. (See inside for details.)

reliefs, management memos and policy documents that govern hazardous waste in California.

- Source Reduction "Simplification" Brand new reports due in 1999.
- California "non-RCRA" hazardous waste identification What *else* is regulated?
- California "extremely hazardous wastes".
- Excluded recyclable materials What they are, how they are regulated, how to manage them.
- California land disposal restrictions RCRA vs. non-RCRA wastes. State vs. Federal standards. Which apply when?
- Navigating California's complex web of laws and regulations.
- Future changes: status and DTSC plans.

  And more—see inside...



## **Course Agenda**

(Times are approximate)

7:30 DAY 1-Coffee & Danish, Registration.

8:30 **Introduction:** Agencies and jurisdictions, regulatory persons. Hazardous waste rules vs. related regulations vs. liabilities.

Authorities: Environmental laws and authorities, CA DTSC contacts, hazardous waste enforcement and CUPA agencies. Federal law, regulations and agency contacts. Federal HSWA rules effective in California.

Release Prevention and Reporting Rules.

**Definitions and General:** Acronyms and abbreviations, regulatory definitions, what constitutes "waste" in California. Waste classification procedures.

12:00 Break for lunch.

1:00 Hazardous Waste Identification: Hazardous waste characteristics and listings. California hazard characteristics. Appendix X—the "constituents" list. California statutory and regulatory exclusions. RCRA vs "non-RCRA" wastes.

4:30 Conclude Day One.

7:30 DAY 2—Coffee & Danish.

8:00 Recap Day 1: Summary and Q&A.

Managing Wastes On-Site in CA: Regulatory applicability, accumulation rules, satellite accumulation, emergency preparedness and contingency plans, tanks and containers.

Recordkeeping and Reporting: Reports of hazardous waste activity, manifest rules, exception and discrepancy reporting.

12:00 Banquet Luncheon.

1:00 California Land Disposal Restrictions: Applicability, requirements, statutory reliefs.

Compliance Management: Cal/EPA inspections, CUPA enforcement. Source reduction planning and new reports.

California special wastes and special issues. Waste Management Reliefs. The "tiered permitting" system.

**Pending Issues:** What's coming. Planning your "to do's".

3:30 Certification Post Test (Plan to stay until 4:00).

#### To Register:

Registrations are accepted until the day before the workshop, subject to availability of space and materials. To reserve your space(s), call (973) 383-0800 and ask for "Course Registration", then follow up with check or purchase order made payable to "Lion Technology Inc.". You may also

register with VISA or MasterCard. Registrations may be made by fax to (973) 579-6818 or by e-mail to "register@ lion.com. (Ask about multiple discounts and/or in-house training.)



(973) 579-6818

Phone:

(973) 383-0800

US Mail: Lion Technology Inc. P.O. Box 700

Lafayette, NJ 07848

E-Mail:

register@lion.com
Be sure to include the full names of all attendees, the name and date of the course(s) each will attend and complete billing information.

#### **Certification & CEUs**

Upon successful completion of the workshop, you will receive a formal certificate of achieve-



ment. Your accomplishment is entered in the National Registry with transcripts available to you whenever you need to document your training.

## **Training?**

it's *California* Law!



## **About This Workshop**

#### Why a California Workshop?

You must comply with a patchwork of:

- More stringent California rules, plus
- California statutory mandates and reliefs, plus
- DTSC management memos and policy documents, plus
- Federal rules that have not yet been added to the California Code of Regulations, plus
- Key rules of the states to which wastes are sent, plus
- Related regulations, both Federal and State combined.

This is why annual training updates are mandated by both Federal and State law.

This workshop will assure that you know which rules to follow when, and how the various rules work together.

# Annual Update Training On Federal Rules Is Also Required:

This workshop assumes an understanding of Federal Resource Conservation and Recovery Act (RCRA) rules and will focus on California state requirements for hazardous waste management. Lion Technology's nationally-recognized Federal Hazardous/Toxic Waste Management workshops help you to meet all your training needs.

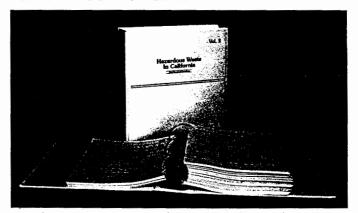
Hazardous/Toxic Waste Management and Advanced Hazardous Waste Management will both be presented around the country in various locations in 1999.

Call for complete brochures and Nationwide schedules: (973) 383-0800

#### **Other Workshop Highlights:**

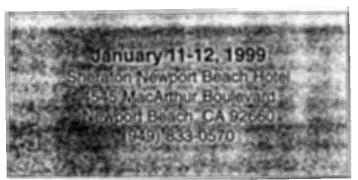
- The California definition of "waste" (and what is NOT a "waste") under State rules. What changes are planned?
- California "state-only" lists of hazardous waste, State characteristics, lists of chemical constituents which might make your waste "hazardous waste". State "non-RCRA" wastes will be explained in detail.
- 1999 Summary Progress Reports: *Brand new requirements* for reporting "source reduction" and "waste management" to DTSC.
- Get the "Hidden Reliefs"! State law provides many direct regulatory reliefs to California businesses. Most of these reliefs are not yet incorporated into the regulations. We will show you each relief and how each may benefit your company.
- The "Regulatory Structure Update" (RSU) has begun. But many plans for regulatory relief and simplification are still in the works. We will explain what is happening, what you can do now, and what you cannot.

# The California Hazardous Waste Reference Manuals



Complete annotated California Hazardous Waste Regulations **plus** the complete text of the California Health & Safety Code, Chapter 6.5 **plus** key guidance documents — all up to date off Lion's computers; together with special checklists, guidance and finding aids—an integrated information resource for after the workshop… Your Manager's Desk Reference<sup>TM</sup>!

### **Convenient Meeting Locations**



January 14-15, 1999
Villa Hotel
4000 South El Camino Real
San Mateo, CA 94403
(650) 341-0966

**HOTEL ACCOMMODATIONS**: Lion Technology has reserved a block of rooms at each hotel for the night preceding each workshop and the night between workshop sessions (held until two weeks before each workshop). If you wish to stay in the hotel, please make arrangements directly with them. When making reservations don't forget to mention Lion to receive the special conference rate.

#### **Need Other Training?**

Call for other training by Lion Technology Inc., including:

- The Complete Workshop For Managing OSHA Compliance
- The Complete Environmental Regulations Course
- Hazardous/Toxic Waste Management
- Advanced Hazardous Waste Management
- Hazardous Materials Transportation

Many other workshops are available. Ask about our in-plant, videoconference, and custom training services.

Registrations are accepted until the day before the workshop, subject to availability of space and materials.

**COST:** Tuition includes the reference manuals, coffee breaks, certification, and a banquet luncheon on day 2.

1st & 2nd attendee, each .... \$695.00 3rd & 4th attendee, each .... \$645.00 5th & above, each ..... \$595.00

In-plant Training - Call for Quotes

**CANCELLATION AND SUBSTITUTIONS:** You may designate another person to take your place at any time. Cancellations 6 working days or less before the course will be subject to a 20% cancellation fee. If no notification is received, there will be a 50% fee.

Lion Technology reserves the right to cancel any course without advance notice or to refuse an application for registration for any course due to over-subscription or due to circumstances beyond its control or for any other reason.

**COPYRIGHTS:** This course and all related materials, literature, and other elements thereof are and shall remain the copyright property of Lion Technology Inc. No copies, photographs, or tape recordings may be made without specific written authorization from Lion Technology Inc.

#### To Register:

To reserve your space(s), call (973) 383-0800 and ask for "Course Registration", then follow up with check or purchase order made payable to "Lion Technology Inc." You may also register with VISA or MasterCard. Registrations may be made by fax, phone, mail, or e-mail. (Ask about multiple discounts and/or in-house training.)

Note: If you plan to stay in the hotel, mention Lion Technology to receive the special conference rate.





US Mail: Lion Technology Inc. P.O. Box 700
Lafayette, NJ 07848

register@lion.com

Be sure to include the ful

E-Mail:

Be sure to include the full names of all attendees, the name and date of the course(s) each will attend, a choice of full 2-day or advanced 1-day update training, and complete billing information.



P.O. Drawer 700
Lafayette, New Jersey 07848
(973) 383-0800

December 9, 1998

Mr. Herb Hartman Environmentalist Sunkist Growers 616 E Sunkist St. PO Box 3720 Ontario, CA 91761

Dear Mr. Hartman:

I am writing you because it has been almost a year or more since you attended one of our Hazardous Waste Management Training Workshops. I hope you found the last workshop and manuals useful. The Hazardous Waste in California workshop will be in your area soon:

Newport Beach on January 11 and 12 San Mateo on January 14 and 15

Laws and regulations are continually changing and increasing your responsibilities. Regulations are getting more complex and potential liabilities are increasing for everyone.

US EPA and State regulations require you to keep up to date through Annual Training. Our comprehensive training/reference manuals are completely updated for each course. They are packed with 1800+ pages of useful information. Full texts of regulations are included, up-to-date, with "plain English" explanations and examples. The Lion Manuals are complete with "how-to" guidelines, checklists, references, forms, and much more.

Lion's expert instruction will help you to meet your growing responsibilities in the most efficient and cost-effective way.

Please call (973) 383-0800 today to register for the course near you. Enclosed are copies of our 1999 Hazardous Waste Management Training calendars for your reference. We look forward to seeing you there.

Very truly yours, LION TECHNOLOGY INC.

William P. Taggart

Director



	HERE (Print: N	ame of	Employee)
	lations of the State of California and		irement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety
	INITIAL	X	ANNUAL REFRESHER
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	SCBA or Respirator		Medical Surveillance
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sy: <i>S't</i>	(Print: Trainer)	Ву:	(Print: Employee's Supervisor)
By:	(Signature: Trainer)	Ву:	(Signature: Employee's Supervisor)
	Additional Certificate Attach	ed:	Yes 🗆 No

# Certificate of Achieven AHUM This certificate has been awarded to:

#### Herbert Hartman

at

### Los Angeles, California

For successfully completing the Lion Technology Inc.
Advanced Hazardous Waste Management
Annual Certification Workshop
on the applicable regulations of the
United States Environmental Protection Agency
regarding the management of wastes
designated as hazardous.

This training completed on: 3 December 1999

National Registry of Professionals - Member PIN: 016-5039

1.4 CEUs Awarded

INSTRUCTOR



## Vol. 1

# Advanced Hazardous Waste Management

Management Strategies & Options

## Management Reference



# Advanced Hazardous Waste Management

Management Strategies & Options

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		HERB		MAMTU
		(Print: N	ame of I	Employee)
	Legulati			rement pursuant to 22 CCR 66265.16 of the Hazardou R 1910.120(q) of the Federal Health and Safety
	F	INITIAL		ANNUAL REFRESHER
	<b>X</b>	Hazard Communication + Rec	ognition	
	Z	Contingency Plan Implementa	tion (Em	ergency Response)
		HW Technician or HW Handli	ng or eq	uivalent
		Emergency Coordinator, Emer	gency R	esponder, Level III or equivalent
		Hazardous Waste Managemen	t or equi	valent
		SCBA or Respirator		Medical Surveillance
		_	_	ining is available upon request. The training is Plan for the Hazardous Waste Management Program.
The train	ning wa	as received on :		7-28-99 (Date)
Ву:	See	(Print: Trainer)	Ву:	(Print: Employee's Supervisor)
Ву:		(Signature: Trainer)	Ву:	(Signature: Employee's Supervisor)
		Additional Certificate Attache		

## **CERTIFICATE OF MERIT**

Awarded to

## **HERBERT HARTMAN**

Of SUNKIST GROWERS

Ontario, California

For the Successful Completion of "8-Hour HAZPOWER First Responder Awareness Training"

July 28, 1999

WILLIAM F. MORENO Assistant Vice President Risk Control Strategies





	JOEL 1			
	(Print: Na	me of I	Employee)	· · · · · ·
	completion of the following training ations of the State of California and		•	
	INITIAL	X	ANNUAL REFRESHER	
×	Hazard Communication + Reco	gnition		
$\boxtimes$	Contingency Plan Implementati	on (Em	ergency Response)	
	HW Technician or HW Handlin	ig or eq	uivalent	
	Emergency Coordinator, Emerg	gency R	esponder, Level III or equivalent	
	Hazardous Waste Management	or equi	valent	
	SCBA or Respirator		Medical Surveillance	
	um and other information regarding accordance with the Employee Tra			-
he training	was received on :	/2	(Date)	<del></del>
sy: <u>Floy</u> sy: <u>Fl</u>	Print: Trainer)	By:	(Print: Employee's Supervisor)	
	(Signature: Trainer)	•	(Signature: Employee's Supervis	or)





<del></del>	JoEL (Print: Na	HOFFMAN jame of Employee)
	ent completion of the following training gulations of the State of California and	ing requirement pursuant to 22 CCR 66265.16 of the Hazard and 29 CFR 1910.120(q) of the Federal Health and Safety
×	INITIAL	ANNUAL REFRESHER
	Hazard Communication + Reco	ognition
	Contingency Plan Implementati	tion (Emergency Response)
X	HW Technician or HW Handlin	ng or equivalent
	Emergency Coordinator, Emerg	gency Responder, Level III or equivalent
	Hazardous Waste Management	t or equivalent
	SCBA or Respirator	☐ Medical Surveillance
		g the training is available upon request. The training is raining Plan for the Hazardous Waste Management Program.
The trainin	ng was received on :	12-13-99
By:	(Signature: Trainer)	By:  (Print: Employee's Supervisor)  By:  (Signature: Employee's Supervisor)



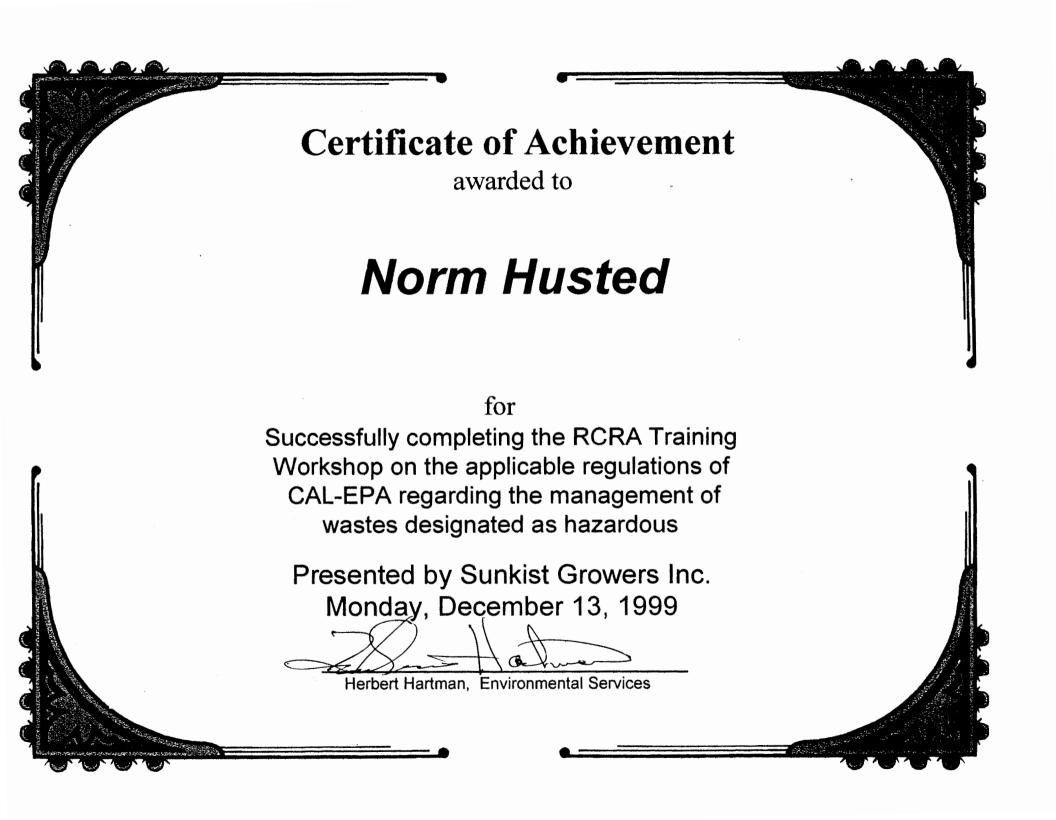


This certifica	te is issued to :	
	Klorm Huste (Print: Name of	Employee)
	`	• • •
		uirement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety
	INITIAL	ANNUAL REFRESHER
X	Hazard Communication + Recognition	n
$\boxtimes$	Contingency Plan Implementation (E	mergency Response)
	HW Technician or HW Handling or e	equivalent
	Emergency Coordinator, Emergency	Responder, Level III or equivalent
	Hazardous Waste Management or equ	uivalent
	SCBA or Respirator	Medical Surveillance
	•	raining is available upon request. The training is Plan for the Hazardous Waste Management Program.
The training	was received on :	12-13-99
By: <u>F209</u> By: <u></u>	Buckley  (Print: Trainer)  By:  (Signature: Trainer)	(Date)  Terry Backan  (Print: Employee's Supervisor)  Supervisor  (Signature: Employee's Supervisor)
	Additional Certificate Attached:	Yes No





		NORM HUSTED
		(Print: Name of Employee)
Wast		completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardo ations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety
	R	INITIAL ANNUAL REFRESHER
	a,	Hazard Communication + Recognition
		Contingency Plan Implementation (Emergency Response)
	X	HW Technician or HW Handling or equivalent
		Emergency Coordinator, Emergency Responder, Level III or equivalent
		Hazardous Waste Management or equivalent
		SCBA or Respirator
		im and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.
The tr	raining v	was received on: 12-13-99 (Date)
3y: _ 3y: _	He	(Date)  (Date)  (Print: Trainer)  (Print: Employee's Supervisor)  (Signature: Trainer)  (Signature: Employee's Supervisor)





	(Prin	TINKE t: Name of	Employee)		
	completion of the following t ations of the State of Californ				
	INITIAL		ANNUAL REF	RESHER	
X	Hazard Communication +	Recognition	1		
×	Contingency Plan Implem	entation (En	nergency Respons	e)	
	HW Technician or HW H	andling or ed	quivalent		
	Emergency Coordinator, I	Emergency F	Responder, Level I	II or equivalen	t
	Hazardous Waste Manage	ment or equ	ivalent		
	SCBA or Respirator		Medical Surveil	lance	
	am and other information regardance with the Employ	-	-	-	_
he training	was received on :	12 -	(Date)		
y: <u>F20y</u> y: <u>P</u>	Print: Trainer) (Signature: Trainer)	By:  By: (	Grokse (Print: Employ	Helvey) ee's Supervisor Alexander ployee's Super	21
	Additional Certificate At	tached:	<b>∑</b> Yes		No





	AL JINKENS
	(Print: Name of Employee)
	completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardou ations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety
Ø	INITIAL ANNUAL REFRESHER
ā	Hazard Communication + Recognition
	Contingency Plan Implementation (Emergency Response)
X	HW Technician or HW Handling or equivalent
	Emergency Coordinator, Emergency Responder, Level III or equivalent
	Hazardous Waste Management or equivalent
	SCBA or Respirator
	am and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.
The training	was received on: 12 - 13 - 59
Ву:	(Date)  When Hartman By: Greange Hewegar (Print: Employee's Supervisor)  By: Hewegar (Print: Employee's Supervisor)
By:	(Signature: Trainer)  (Signature: Employee's Supervisor)





This certifica	te is issued to :						
	(Print: Name	of Em	ployee)				
	completion of the following training ations of the State of California and 2						
	INITIAL 🔯		ANNUA	L REFRES	SHER		
×	Hazard Communication + Recogn	ition					
$\boxtimes$	Contingency Plan Implementation	(Emer	gency Re	esponse)			
	HW Technician or HW Handling	or equiv	alent				
	Emergency Coordinator, Emergen	icy Resp	onder, I	Level III o	r equivalen	t	
	Hazardous Waste Management or	equiva	lent				
	SCBA or Respirator	] 1	Medical S	Surveilland	ce		
	m and other information regarding th accordance with the Employee Train						
The training v	was received on :			3-88			
By: <u>F20y</u> By: <u>F</u>	(Print: Trainer)	y:	Te Print: E	in A	Sadea Supervisor Sadea yee's Super		
	Additional Certificate Attached:		Ø .	Yes		No	





		JACK	JONES
		(Print: Name o	t Employee)
Waste			quirement pursuant to 22 CCR 66265.16 of the Hazardou CFR 1910.120(q) of the Federal Health and Safety
	Ø	INITIAL	ANNUAL REFRESHER
		Hazard Communication + Recogniti	no
		Contingency Plan Implementation (I	Emergency Response)
	X	HW Technician or HW Handling or	equivalent
		Emergency Coordinator, Emergency	Responder, Level III or equivalent
		Hazardous Waste Management or eq	uivalent
		SCBA or Respirator	Medical Surveillance
		-	raining is available upon request. The training is Plan for the Hazardous Waste Management Program.
The tr	aining w	vas received on :	12-13-99
By: _ • By: <del>_</del>	Hen	Mert Havtman By: (Print Trainer)  (Signature: Trainer)	(Print: Employee's Supervisor)  (Signature: Employee's Supervisor)
		Additional Certificate Attached:	¥ Yes □ No





This certifica	ate is issued to: $Dora = Juzz$	2×10
	Print: Name of I	Employee)
	ations of the State of California and 29 CF	frement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety
	INITIAL 🕱	ANNUAL REFRESHER
×	Hazard Communication + Recognition	
×	Contingency Plan Implementation (En	nergency Response)
	HW Technician or HW Handling or eq	uivalent
	Emergency Coordinator, Emergency R	esponder, Level III or equivalent
	Hazardous Waste Management or equi	valent
	SCBA or Respirator	Medical Surveillance
		ining is available upon request. The training is Plan for the Hazardous Waste Management Program.
The training v	was received on :	12-13-99
ву: <u>F20у</u>	By:  (Print: Trainer)  (Signature: Trainer)  By:	(Print: Employee's Supervisor)  (Signature: Employee's Supervisor)
	Additional Certificate Attached:	Yes No





		DORA JUZIANO
	·	(Print: Name of Employee)
Wast		completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardo tions of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety
	Ħ	INITIAL ANNUAL REFRESHER
	[]	Hazard Communication + Recognition
		Contingency Plan Implementation (Emergency Response)
	X	HW Technician or HW Handling or equivalent
		Emergency Coordinator, Emergency Responder, Level III or equivalent
		Hazardous Waste Management or equivalent
		SCBA or Respirator
		m and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.
The tr	aining w	vas received on : 12 - 13 - 99
3y:	Hen	(Date)  Mert Hartman By:  (Print: Trainer)  (Print: Employee's Supervisor)  (Signature: Trainer)  (Signature: Employee's Supervisor)



This certificat	e is issued to :		
	LEX KO	NGM	IEBHOL
·	(Print:	Name of	f Employee)
			quirement pursuant to 22 CCR 66265.16 of the Hazardous CFR 1910.120(q) of the Federal Health and Safety
	INITIAL		ANNUAL REFRESHER
	Hazard Communication + Re	cognition	on
图	Contingency Plan Implement	tation (Er	Emergency Response)
	HW Technician or HW Hand	lling or e	equivalent
	Emergency Coordinator, Em	ergency I	Responder, Level III or equivalent
	Hazardous Waste Manageme	nt or equ	uivalent
	SCBA or Respirator		Medical Surveillance
			training is available upon request. The training is g Plan for the Hazardous Waste Management Program.
The training w	vas received on :		/2 - /3- 99 (Date)
By: F2.9 C	Print: Trainer)	Ву:	(Print: Employee's Supervisor)
Ву: 4	(Signature: Trainer)	By:	(Signature: Employee's Supervisor)
	Additional Certificate Attac	hed:	Yes No





		LEX K				
		(Print:	Name of	Employee)		
	Regulai	ompletion of the following training of the State of California				
	Ø	INITIAL		ANNUAL REFRESHE	R	
	a,	Hazard Communication + H	Recognitio	n		
		Contingency Plan Impleme	ntation (E	mergency Response)		
	X	HW Technician or HW Har	idling or e	quivalent		
		Emergency Coordinator, Er	nergency l	Responder, Level III or eq	uivalent	t
		Hazardous Waste Managem	ent or equ	iivalent		
		SCBA or Respirator		Medical Surveillance		
		n and other information regar- ccordance with the Employee	-	-	-	_
The train	ning w	as received on :		12-13-99		·
By:	Hen	Print: Trainer) (Signature: Trainer)	By:	(Print: Employee's Sup (Signature: Employee's	pervisor U~	) ~'
		Additional Certificate Atta	ched:	<b>≱</b> Yes		No





	PEARL KONGMEBHOL
	(Print: Name of Employee)
	t completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardo lations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety.
	INITIAL ANNUAL REFRESHER
$\boxtimes$	Hazard Communication + Recognition
$\boxtimes$	Contingency Plan Implementation (Emergency Response)
	HW Technician or HW Handling or equivalent
	Emergency Coordinator, Emergency Responder, Level III or equivalent
	Hazardous Waste Management or equivalent
	SCBA or Respirator
	um and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.
The training	was received on: 12 - 13 - 99
sy: <u>F209</u> sy: <u>F</u> 2	(Date)  Buckley  By: MICHAEL CARPOLL  (Print: Trainer)  (Print: Employee's Supervisor)  By: Mchael Cauell  (Signature: Trainer)  (Signature: Employee's Supervisor)
,	





		VEARL K	OF Employee)
Waste R	egulat	ompletion of the following training re ions of the State of California and 29	quirement pursuant to 22 CCR 66265.16 of the Hazardou CFR 1910.120(q) of the Federal Health and Safety
Regulati	ons.		
1	RT	INITIAL	ANNUAL REFRESHER
\$		Hazard Communication + Recognition	on
i		Contingency Plan Implementation (	Emergency Response)
J	X	HW Technician or HW Handling or	equivalent
[		Emergency Coordinator, Emergency	Responder, Level III or equivalent
[		Hazardous Waste Management or ed	quivalent
(		SCBA or Respirator	Medical Surveillance
		•	training is available upon request. The training is
-			g Plan for the Hazardous Waste Management Program.  12-13-99
ine train	ung wa	as received on :	(Date)
ву:	Jen	bert Hartman By:	MICHAEL CARRULL
<		(Print: Trainer)	(Print: Employee's Supervisor)
By: 🚄		(Signature: Tramer)	(Signature: Employee's Supervisor)
	/	(Signature: Trainer)	(Signature: Employee's Supervisor)
		Additional Certificate Attached:	¥ Yes □ No





		DEBBIE	LIV	Μ
		(Print: Na	ame of	f Employee)
	egulati			uirement pursuant to 22 CCR 66265.16 of the Haza CFR 1910.120(q) of the Federal Health and Safety
[		INITIAL		ANNUAL REFRESHER
ē	\$	Hazard Communication + Reco	ognition	n
2	₹]	Contingency Plan Implementat	tion (En	mergency Response)
		HW Technician or HW Handlin	ng or ec	equivalent
[		Emergency Coordinator, Emergency	gency R	Responder, Level III or equivalent
		Hazardous Waste Management	or equi	uivalent
		SCBA or Respirator		Medical Surveillance
				raining is available upon request. The training is Plan for the Hazardous Waste Management Progra
The train	ing wa	s received on :		12 - 13 - 89 (Date)
ву: <u></u> <u> </u>	loy d	(Print: Trainer)	Ву:	Michael Oallold (Print: Employee's Supervisor)
ву:	40	(Signature: Trainer)	Ву:	(Signature: Employee's Supervisor)





		DEBR		IM
		(Pn	nt: Name of	(Employee)
	gulati			uirement pursuant to 22 CCR 66265.16 of the Haz CFR 1910.120(q) of the Federal Health and Safety
18	₹	INITIAL		ANNUAL REFRESHER
	<b>T</b>	Hazard Communication	+ Recognition	n
Ē	7	Contingency Plan Impler	nentation (Er	mergency Response)
Þ	₹	HW Technician or HW F	Handling or ed	equivalent
	]	Emergency Coordinator,	Emergency F	Responder, Level III or equivalent
		Hazardous Waste Manag	ement or equ	uivalent
	]	SCBA or Respirator		Medical Surveillance
		_	_	raining is available upon request. The training is
performed	I III aci	tordance with the Employ	yee manning	Plan for the Hazardous Waste Management Progr
-		s received on :		2-13-99
	ng was		(,	-





	Sidney (Prin	it: Name of	Employee)	
			irement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety	
	INITIAL		ANNUAL REFRESHER	
×	Hazard Communication +	Recognition		
	Contingency Plan Implementation (Emergency Response)			
	HW Technician or HW Handling or equivalent			
	Emergency Coordinator, Emergency Responder, Level III or equivalent			
	Hazardous Waste Manage	ement or equ	ivalent	
	SCBA or Respirator		Medical Surveillance	
	· ·	-	nining is available upon request. The training is Plan for the Hazardous Waste Management Program.	
The training	was received on :		/2 - 13 - 89 (Date)	
ву: <u>F20у</u> Ву: <u>Д</u>	(Print: Trainer) (Signature: Trainer)	By:	(Print: Employee's Supervisor)  Attul Suphal (Signature: Employee's Supervisor)	
	Additional Certificate At	tached:	Yes 🗆 No	





	SYDNE				
	(Print: Name	of Emplo	yee)		
	completion of the following training a ations of the State of California and 2				
Ø	INITIAL	AN	VUAL REFRES	SHER	
a a	Hazard Communication + Recogn	tion			
	Contingency Plan Implementation (Emergency Response)				
X	HW Technician or HW Handling or equivalent				
	Emergency Coordinator, Emergency Responder, Level III or equivalent				
	Hazardous Waste Management or	quivalent			
	SCBA or Respirator	Med	ical Surveillanc	e	
	m and other information regarding the accordance with the Employee Traini				
The training v	vas received on :	12-	- 13-59 (Date)		
By: He	(Signature: Trainer)  (Signature: Trainer)	: (Prin	KATH IE t: Employee's	Supervisor) Slypkal	
	Additional Certificate Attached:	M	Yes	П	No '





	DENNIS MANLEY		
	(Print: Name of Employee)		
	t completion of the following training requirement pursuant to $22$ CCR $66265.16$ of the Hazardou lations of the State of California and $29$ CFR $1910.120(q)$ of the Federal Health and Safety .		
Ø	INITIAL ANNUAL REFRESHER		
	Hazard Communication + Recognition		
	Contingency Plan Implementation (Emergency Response)		
X	HW Technician or HW Handling or equivalent		
	Emergency Coordinator, Emergency Responder, Level III or equivalent		
	Hazardous Waste Management or equivalent		
	SCBA or Respirator		
	um and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.		
The training	was received on: 12-13-99		
Зу:	(Date)  Einbert Hartman By: LEX KONGME 13+10L  (Print: Employee's Supervisor)  By: Arman By: Arm		
Ву:	(Signature: Tramer) (Signature: Employee's Supervisor)		





	(Print: Name of	Employee)			
	ations of the State of California and 29 California	irement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety			
X	INITIAL	ANNUAL REFRESHER			
X	Hazard Communication + Recognition	1			
X	Contingency Plan Implementation (Emergency Response)				
	HW Technician or HW Handling or equivalent				
	Emergency Coordinator, Emergency Responder, Level III or equivalent				
	Hazardous Waste Management or equivalent				
	SCBA or Respirator	Medical Surveillance			
		aining is available upon request. The training is Plan for the Hazardous Waste Management Program.			
The training	was received on: 12-12	3 - 99 (Date)			
By: <u>FLoy</u> By: <u>FLoy</u>	By:  (Print: Trainer)  By:  (Signature: Trainer)	(Print: Employee's Supervisor)  (Signature: Employee's Supervisor)			
	Additional Certificate Attached:	Yes No			





	VERNITA MARLIN			
	(Print: Name of Employee)			
	completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardo ations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety			
	INITIAL ANNUAL REFRESHER			
X	Hazard Communication + Recognition			
区	Contingency Plan Implementation (Emergency Response)			
	HW Technician or HW Handling or equivalent			
	Emergency Coordinator, Emergency Responder, Level III or equivalent			
	Hazardous Waste Management or equivalent			
	SCBA or Respirator			
	im and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.			
The training	was received on: 12-13-99 (Date)			
ву: <u>F209</u> Ву: <u>Я</u>	Buantley  (Print: Trainer)  (Print: Employee's Supervisor)  By:  (Signature: Trainer)  (Signature: Employee's Supervisor)			
	Additional Certificate Attached: Yes   No			





			MARLIN		
		(Print: Name	e of Employee)		
Wast	cument o e Regula lations.	completion of the following training tions of the State of California and 2	requirement pursuant to 22 CCR 66265.16 of the Hazardou 9 CFR 1910.120(q) of the Federal Health and Safety		
	<b></b>	INITIAL	] ANNUAL REFRESHER		
	a,	Hazard Communication + Recogn	ition		
		Contingency Plan Implementation (Emergency Response)			
	X	HW Technician or HW Handling or equivalent			
		Emergency Coordinator, Emergency Responder, Level III or equivalent			
		Hazardous Waste Management or	equivalent		
		SCBA or Respirator	Medical Surveillance		
		* *	e training is available upon request. The training is ing Plan for the Hazardous Waste Management Program.		
The tr	raining w	vas received on :	12 - 13 -99 (Date)		
3y: <b>_</b>	Hei	rbert Hartman B (Print Trainer)	(Print: Employee's Supervisor)  Wichael Caull		
3y: <b>-</b>	a fine	(Signature: Tramer)	(Signature: Employee's Supervisor)		





	JOHN MARTINEZ
	(Print: Name of Employee)
	nt completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardou ulations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety s.
×	INITIAL ANNUAL REFRESHER
	Hazard Communication + Recognition
	Contingency Plan Implementation (Emergency Response)
	HW Technician or HW Handling or equivalent
Ø	Emergency Coordinator, Emergency Responder, Level III or equivalent
	Hazardous Waste Management or equivalent
	SCBA or Respirator
	alum and other information regarding the training is available upon request. The training is in accordance with the Employee Training Plan for the Hazardous Waste Management Program.
The trainin	g was received on: 12-9-99 (Date)
y:	(Print: Trainer)  By: JOE FIGUROA  (Print: Employee's Supervisor)
Ву:	(Signature: Trainer)  By: (Signature: Employee's Supervisor)



10515 E 40th Ave, Suite 116, Denver Colorado 80239 Phone: 800-711-2706

Student Affiliation:

Sunkist Growers, Inc.

#### Certificate of Completion

This is to certify that John Martinez

has successfully completed the classroom requirements for

Emergency Responder-Level III 29 CFR 1910.120(q)

**Presented** 

Thursday, December 09, 1999

Compliance Solutions Occupational Trainers, Inc.

Certificate Number: 20248

Neval Gupta Vice President

Bobby Pinkerton Instructor

Bobb Finkerton



	This certificat	e is issued to :		_			
		JOHN (Print: N		アコルモス Employee)			
		(11mt. 14	arric or r	Simployee)			
to document completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazar Waste Regulations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety Regulations.							
		INITIAL	Ø	ANNUAI	L REFRESHI	ER	
		Hazard Communication + Rec	ognition	l			
		Contingency Plan Implementa	tion (En	nergency Re	sponse)		
		HW Technician or HW Handli	ng or eq	luivalent			
<ul> <li>Emergency Coordinator, Emergency Responder, Level III or equivalent</li> <li>Hazardous Waste Management or equivalent</li> </ul>							
	R	SCBA or Respirator <b>9-28-99</b>	X	Medical S	Surveillance 9-14-	-99	
The curriculum and other information regarding the training is available upon request. The training performed in accordance with the Employee Training Plan for the Hazardous Waste Management				_			
	The training v	vas received on :		SEE	ABOVE Date)		
				(1	Jate)		
	Ву:	(Print: Trainer)	By:	TOE (Print: E	FIC mployee's Su	pervisor	)
	Ву:	(Signature: Trainer)	Ву:	(Signature	e: Employee	's Super	oe visor)
		Additional Certificate Attache	ed:	d ·	Yes		No

Date	SEP	14	gge

In accordance with Cal- above mentioned emplo of his/her position and I	byee may engage in duties
211	<b>~</b>
	PHYSICIAN SIGNATURE
THIS ACKNOWLEDGES THAT	
HAS BEEN FIT TESTED USING	SURVIVAIR
MODEL BLUE	2000
V	
X Haif Mask Full Mask	Small X Medium
Full Mask	Large
	11 1 11
9-28-99 /	halli I Same.
Date Signature	and the same

JOHN MARTINGZ EMPLOYEE NAME

#### **IFECOM**

THIS ACKNOWLEDGES THAT John MRTINE?
HAS RECEIVED INSTRUCTION IN:

"H2S Protection" Course with Smoke House
"Respiratory Protection" Course (including fit test)
"Confined Space Entry"

9.28.99

Expiration Date

Instructo



			RTINEZ	
	(Print:	Name of	Employee)	
	-	_	tirement pursuant to 22 CCR 66265.16 of the Haz FR 1910.120(q) of the Federal Health and Safety	
P	INITIAL		ANNUAL REFRESHER	
図	Hazard Communication + Ro	ecognition	1	
Æ	Contingency Plan Implemen	tation (En	mergency Response)	
	HW Technician or HW Handling or equivalent			
	Emergency Coordinator, Emergency Responder, Level III or equivalent			
	Hazardous Waste Management or equivalent			
	SCBA or Respirator		Medical Surveillance	
	•	•	aining is available upon request. The training is Plan for the Hazardous Waste Management Progr	ram.
The training v	vas received on :		7-28-89 (Date)	
Ву:	(Print: Trainer)	- Ву:	(Print: Employee's Supervisor)	
Ву:	(Signature: Trainer)	Ву:	(Signature: Employee's Supervisor)	
	Additional Certificate Attac	hadi	Yes \ \ No	

#### **CERTIFICATE OF MERIT**

Awarded to

#### **JOHN MARTINEZ**

Of SUNKIST GROWERS

Ontario, California

For the Successful Completion of "8-Hour HAZPOWER First Responder Awareness Training"

July 28, 1999

WHELIAM F. MORENO Assistant Vice President Risk Control Strategies





	CESAR	MED	RAND	
	(Pri	nt: Name of	Employee)	
	ulations of the State of Califor		-	22 CCR 66265.16 of the Hazardo ne Federal Health and Safety
	INITIAL		ANNUAL REFR	ESHER
X	Hazard Communication	+ Recognition	1	
因	Contingency Plan Impler	nentation (En	nergency Response)	
	HW Technician or HW F	Handling or ed	quivalent	
	Emergency Coordinator,	Emergency F	Responder, Level III	or equivalent
	Hazardous Waste Manag	ement or equ	ivalent	
	SCBA or Respirator		Medical Surveilla	nce
	ilum and other information reg in accordance with the Employ			oon request. The training is ous Waste Management Program.
The trainin	g was received on :	/2	- 13 - 59 (Date)	
By: <u>F2</u>	(Print: Trainer)  (Signature: Trainer)	By: By:	(Print: Employee	ARORA 's Supervisor) oyee's Supervisor)
	Additional Certificate A	ttached:	¥ Yes	□ No





	CESAR	MEDRAN O r Employee)	
	(Print: Name o	r Employee)	
		uirement pursuant to 22 CCR 66265.16 of the Hazardou CFR 1910.120(q) of the Federal Health and Safety	
Ø	INITIAL 🗀	ANNUAL REFRESHER	
Ħ,	Hazard Communication + Recognition	on	
	Contingency Plan Implementation (I	Emergency Response)	
X	HW Technician or HW Handling or	equivalent	
Emergency Coordinator, Emergency Responder, Level III or equivalent			
	Hazardous Waste Management or eq	uivalent	
	SCBA or Respirator	Medical Surveillance	
		raining is available upon request. The training is Plan for the Hazardous Waste Management Program.	
The training v	vas received on :	12-13-99	
зу: Не	mbert Hartman By: (Print Trainer)	(Print: Employee's Supervisor)	
Ву:	(Signature: Tramer)	(Signature Employee's Supervisor)	





	(Print: Name of Employee)
	(Time of Employee)
	t completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardo slations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety.
Q/	INITIAL ANNUAL REFRESHER
Ø	Hazard Communication + Recognition
Ø	Contingency Plan Implementation (Emergency Response)
	HW Technician or HW Handling or equivalent
	Emergency Coordinator, Emergency Responder, Level III or equivalent
	Hazardous Waste Management or equivalent
	SCBA or Respirator
	lum and other information regarding the training is available upon request. The training is a accordance with the Employee Training Plan for the Hazardous Waste Management Program.
The training	g was received on: 7-23-99 (Date)
Ву:	(Print: Trainer)  By:  (Print: Employee's Supervisor)
Ву:	(Signature: Trainer)  By: (Signature: Employee's Supervisor)
	Additional Certificate Attached: Yes   No



Awarded to

#### **CESAR MEDRANO**

Of SUNKIST GROWERS

Ontario, California

For the Successful Completion of "8-Hour HAZPOWER First Responder Awareness Training"

July 28, 1999

WILLIAM F. MORENO Assistant Vice President Risk Control Strategies





	Augel Perez (Print: Name	e of Er	mployee)
			rement pursuant to 22 CCR 66265.16 of the Hazardou R 1910.120(q) of the Federal Health and Safety
	INITIAL 🕱		ANNUAL REFRESHER
X	Hazard Communication + Recogn	ition	
	Contingency Plan Implementation	(Eme	ergency Response)
	HW Technician or HW Handling	or equ	uivalent
	Emergency Coordinator, Emergen	ıcy Re	esponder, Level III or equivalent
	Hazardous Waste Management or	equiv	valent
	SCBA or Respirator	]	Medical Surveillance
			ning is available upon request. The training is lan for the Hazardous Waste Management Program.
The training	was received on :		/2 - 13 - 9 P (Date)
by: <u>F20y</u> by: <u>F</u>	(Print: Trainer)	y: _	(Print: Employee's Supervisor)  Signature: Employee's Supervisor)
	Additional Certificate Attached:		Yes □ No





		ANGEL	PEREZ
		(Print: Nam	ne of Employee)
Wast			requirement pursuant to 22 CCR 66265.16 of the Hazardou 29 CFR 1910.120(q) of the Federal Health and Safety
	<b></b>	INITIAL	ANNUAL REFRESHER
		Hazard Communication ÷ Recogn	nition
		Contingency Plan Implementation	ı (Emergency Response)
	X	HW Technician or HW Handling	or equivalent
		Emergency Coordinator, Emergen	ncy Responder, Level III or equivalent
		Hazardous Waste Management or	equivalent
		SCBA or Respirator	Medical Surveillance
			ne training is available upon request. The training is sing Plan for the Hazardous Waste Management Program.
The tr	aining w	vas received on :	12-13-99
y: _	Her	(Signature: Trainer)	y: Jerry Badeau  (Print: Employee's Supervisor)  y: Badeau  (Signature: Employee's Supervisor)
		Additional Certificate Attached:	☑ Yes □ No





This certifica	te is issued to :	RSPF	21
	(Print: Na	me of l	Employee)
	•		irement pursuant to 22 CCR 66265.16 of the Hazardon R 1910.120(q) of the Federal Health and Safety
	INITIAL		ANNUAL REFRESHER
×	Hazard Communication + Reco	gnition	
图	Contingency Plan Implementati	ion (En	nergency Response)
	HW Technician or HW Handlin	ng or eq	uivalent
	Emergency Coordinator, Emerg	gency R	esponder, Level III or equivalent
	Hazardous Waste Management	or equi	valent
	SCBA or Respirator		Medical Surveillance
			ining is available upon request. The training is Plan for the Hazardous Waste Management Program.
The training v	was received on :		/2 - /3 - 99 (Date)
By: <u>Floy</u>	(Print: Trainer)	Ву:	(Print: Employee's Supervisor)
Ву: 19	(Signature: Trainer)	Ву:	(Signature: Employée's Supervisor)
	Additional Certificate Attached	d:	Yes 🗆 No





This certificate is issued to:					
	LES				
	(Print: Nai	me of I	Employee)		
			rement pursuant to 22 CCR 66265.16 of the Hazardous R 1910.120(q) of the Federal Health and Safety		
R	INITIAL		ANNUAL REFRESHER		
П	Hazard Communication + Recog	gnition			
	Contingency Plan Implementation	on (Em	ergency Response)		
X	HW Technician or HW Handling	g or eq	uivalent		
	Emergency Coordinator, Emerge	ency R	esponder, Level III or equivalent		
	Hazardous Waste Management of	or equi	valent		
	SCBA or Respirator		Medical Surveillance		
	* •		ning is available upon request. The training is lan for the Hazardous Waste Management Program.		
The training w	vas received on :		12-13-99		
Ву:	mbert Hartman (Print Trainer)	By:	(Print: Employee's Supervisor)		
Ву:	(Signature: Tramer)	Ву:	(Signature Employee's Supervisor)		
	Additional Certificate Attached	:	Yes 🗆 No		



	LES POPPA							
	(Print: Name of Employee)	·····						
	nt completion of the following training requirement pursuant to 22 CCR 66265.16 of tulations of the State of California and 29 CFR 1910.120(q) of the Federal Health and s.							
K	INITIAL   ANNUAL REFRESHER							
Ø	Hazard Communication + Recognition							
Ø	Contingency Plan Implementation (Emergency Response)	Contingency Plan Implementation (Emergency Response)						
	HW Technician or HW Handling or equivalent	HW Technician or HW Handling or equivalent						
	Emergency Coordinator, Emergency Responder, Level III or equivalent	Emergency Coordinator, Emergency Responder, Level III or equivalent						
	Hazardous Waste Management or equivalent	Hazardous Waste Management or equivalent						
	SCBA or Respirator							
	alum and other information regarding the training is available upon request. The train in accordance with the Employee Training Plan for the Hazardous Waste Management	•						
The training	g was received on: 7-28-99							
Ву: <u> </u>	(Print: Trainer)  (Date)  (Parte)  (Print: Employee's Supervisor)							
Ву:	(Signature: Trainer)  By: (Signature: Employee's Supervisor)							

#### **CERTIFICATE OF MERIT**

Awarded to

#### LES POPPA

SUNKIST GROWERS

Ontario, California

For the Successful Completion of "8-Hour HAZPOWER First Responder Awareness Training"

July 28, 1999

WILLIAM F. MORENO Assistant Vice President Risk Control Strategies





	RAFAEL REYES
	(Print: Name of Employee)
to document Waste Regula Regulations.	completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardo ations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety
	INITIAL ANNUAL REFRESHER
X	Hazard Communication + Recognition
X	Contingency Plan Implementation (Emergency Response)
	HW Technician or HW Handling or equivalent
	Emergency Coordinator, Emergency Responder, Level III or equivalent
	Hazardous Waste Management or equivalent
	SCBA or Respirator
	um and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.
The training	was received on: /z - 13 - 59
3y: <u>F2oy</u> Ol	(Date)  By: George Heweger  (Print: Trainer)  (Print: Employee's Supervisor)
By: 17	(Signature: Trainer)  By: (Signature: Employee's Supervisor)





		RAFAEL REYES
		(Print: Name of Employee)
Wast		completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardo ations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety
	<b>A</b>	INITIAL ANNUAL REFRESHER
		Hazard Communication + Recognition
		Contingency Plan Implementation (Emergency Response)
	X	HW Technician or HW Handling or equivalent
		Emergency Coordinator, Emergency Responder, Level III or equivalent
		Hazardous Waste Management or equivalent
		SCBA or Respirator
		m and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.
The t	raining v	was received on: 12-13-59
By:	He	(Date)  When Hartman  By: Greense Hewesak  (Print: Employee's Supervisor)  By: Messae Hemesak  (Signature: Trainer)  (Signature: Employee's Supervisor)





This cert	tificate	is issued to:					
		JOHN	RE	YNOLDS Employee)			
		(Print: N	ame of I	Employee)			
	egulati	•		rement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety			
[	コ	INITIAL		ANNUAL REFRESHER			
Ę		Hazard Communication + Rec	ognition				
9	X	Contingency Plan Implementation (Emergency Response)					
[		HW Technician or HW Handling or equivalent					
[		Emergency Coordinator, Emergency Responder, Level III or equivalent					
[		Hazardous Waste Management or equivalent					
		SCBA or Respirator		Medical Surveillance			
			_	ining is available upon request. The training is Plan for the Hazardous Waste Management Program.			
The train	ing wa	as received on :		/2 - 13 - アア (Date)			
_	_						
By: <u>P</u>	loy d	(Print: Trainer)	By:	(Print: Employee's Supervisor)			
By:	Q,	1 Brang	By:	Gor Levers			
· <del></del> _	/	(Signature: Trainer)	·	(Signature: Employee's Supervisor)			
		Additional Certificate Attache	ed:	Yes 🗆 No			





		REYNOLDS					
	(Print: Name	or Employee)					
		equirement pursuant to 22 CCR 66265.16 of the Hazardou OCFR 1910.120(q) of the Federal Health and Safety					
¥	INITIAL	ANNUAL REFRESHER					
a,	Hazard Communication + Recogni	tion					
	Contingency Plan Implementation	(Emergency Response)					
X	HW Technician or HW Handling of	r equivalent					
	Emergency Coordinator, Emergence	Emergency Coordinator, Emergency Responder, Level III or equivalent					
	Hazardous Waste Management or equivalent						
	SCBA or Respirator	Medical Surveillance					
		training is available upon request. The training is ng Plan for the Hazardous Waste Management Program.					
The training w	vas received on :	12-13-99					
By: He	(Print: Trainer)  (Signature: Trainer)  By	(Date)  TOE FIGURATION  (Print: Employee's Supervisor)  (Signature: Employee's Supervisor)					
,	. 3	( . 3					





		PAUL KOCHA (Print: Name of Employee)
Waste		ompletion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardou ions of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety
	<b>[2</b> ]	INITIAL ANNUAL REFRESHER
		Hazard Communication + Recognition
		Contingency Plan Implementation (Emergency Response)
	凶	HW Technician or HW Handling or equivalent
		Emergency Coordinator, Emergency Responder, Level III or equivalent
		Hazardous Waste Management or equivalent
		SCBA or Respirator
		and other information regarding the training is available upon request. The training is ecordance with the Employee Training Plan for the Hazardous Waste Management Program.
The ti	raining wa	as received on: 11 - 2 - 99 (Date)
Ву: _	SEE	ATTACHED  By: JOE FIGUEROA  (Print: Trainer)  (Print: Employee's Supervisor)
Ву: _		(Signature: Trainer)  By: (Signature: Employee's Supervisor)

# Certificate of Completion

#### Paul Rocha

has successfully completed a training course in

Hazardous Waste Technician

presented by Network Environmental Systems, Inc.



Roger Clenker

November 2, 1999

Date



	PAUL ROCHA
	(Print: Name of Employee)
	completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardou ations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety
×	INITIAL   ANNUAL REFRESHER
	Hazard Communication + Recognition
	Contingency Plan Implementation (Emergency Response)
	HW Technician or HW Handling or equivalent
×	Emergency Coordinato, Emergency Responder, Level III or equivalent
	Hazardous Waste Management or equivalent
	SCBA or Respirator
	m and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.
he training v	was received on: 12-9-99 (Date)
y:S	(Print: Trainer)  By: JOE FIGUEROA  (Print: Employee's Supervisor)
Зу:	(Signature: Trainer)  By: Signature: Employee's Supervisor)



Phone: 800-711-2706

Student Affiliation:

Sunkist Growers, Inc.

#### Certificate of Completion

This is to certify that Paul Rocha

has successfully completed the classroom requirements for

Emergency Responder-Level III
29 CFR 1910.120(q)
Presented

Thursday, December 09, 1999

Compliance Solutions Occupational Trainers, Inc.

Certificate Number: 20291

Neval Gupta
Vice President

Bobby Pinkerton Instructor

Hall Penkerta



		PAUL (Print: Na					
	Regulatio	mpletion of the following training ons of the State of California and		_			
		INITIAL	Ø	ANNUAL REFRESHER			
		Hazard Communication + Reco	gnition				
		Contingency Plan Implementat	ion (Em	ergency Response)			
		HW Technician or HW Handlin	ng or eq	uivalent			
		Emergency Coordinator, Emergency Responder, Level III or equivalent					
		Hazardous Waste Management or equivalent					
	Ø	SCBA or Respirator	QV	Medical Surveillance	17 99		
		9-28-99 and other information regarding cordance with the Employee Tra		ining is available upon req	uest. The training is		
The trai	ning wa	s received on :		SEE ABOVE (Date)			
Ву:	5E1	(Print: Trainer)	Ву:	Print: Employee's Supe	ervisor)		
Ву:	<u> </u>	(Signature: Trainer)	Ву:	(Signature: Employee's	Supervisor)		
		Additional Certificate Attache	d·	Yes	□ No		

Date SEP 17 1995

	Date
	PAUL ROCHA
	EMPLOYEE NAME
	In accordance with Cal-OSHA 5155 (H), the
	above mentioned employee may engage in duties
	of his/her, pesition and may use a respirator.
	// uso a respirator.
	PHYSICIAN SIGNATURE
: "	
	The second secon
	Pulled 1
ì	THIS ACKNOWLEDGES THAT HOULD HOUSE HAS BEEN FIT TESTED USING SURVIVAL R
	MODEL BLUE 2000
	Half Mask Small
	Full Mask Medium
	Large
"	9-28-9 (Belle / July
	Date Signature
/	and the second of the second o
	THIS ACKNOWLEDGES THAT TOWN WILLS
	HAS RECEIVED INSTRUCTION IN:
!	*H2S Protection" Course with Smoke House*Respiratory Protection" Course (including fit test)
	Confined Space Entry
	9-28-49 9-28-2cco
	Date Expiration Date
	Coll Jul
	Instructor



	MIKE	RUN	AAI				
	(Prin	t: Name of	Employee)				
	lations of the State of Californ		irement pursuant to 22 CCR 66265.16 of the Hazardo FR 1910.120(q) of the Federal Health and Safety				
	INITIAL		ANNUAL REFRESHER				
X	Hazard Communication +	Recognition	1				
	Contingency Plan Implem	Contingency Plan Implementation (Emergency Response)					
	HW Technician or HW H	andling or ed	quivalent				
	Emergency Coordinator, I	Emergency Coordinator, Emergency Responder, Level III or equivalent					
	Hazardous Waste Manage	ement or equ	ivalent				
	SCBA or Respirator		Medical Surveillance				
	_	•	nining is available upon request. The training is Plan for the Hazardous Waste Management Program.				
The training	was received on :		/Z - /3 - 89 (Date)				
By: <u>F2019</u> By: <u></u>	(Print: Trainer) (Signature: Trainer)	By:  By:	(Print: Employee's Supervisor)  (Signature: Employee's Supervisor)				





	MIKE RWYAN			
	(Print: Name of Employee)			
	completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardov lations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety			
Ø	INITIAL ANNUAL REFRESHER			
a	Hazard Communication + Recognition			
	Contingency Plan Implementation (Emergency Response)			
X	HW Technician or HW Handling or equivalent			
	Emergency Coordinator, Emergency Responder, Level III or equivalent			
Hazardous Waste Management or equivalent				
	SCBA or Respirator			
	um and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.			
The training	was received on: 12 - 13 - 99 (Date).			
Ву:	Print Trainer)  By: JOE FIGUROA  (Print: Employee's Supervisor)			
Ву:	(Signature: Trainer)  By: (Signature: Employee's Supervisor)			
	Additional Certificate Attached: Yes No			





			SHE :: Name of 1	PPARD Employee)			
		•					
Waste		ompletion of the following to tions of the State of Californ					
		INITIAL		ANNUAL REFE	RESHER		
	X	Hazard Communication +	Recognition				
	X	Contingency Plan Implementation (Emergency Response)					
	HW Technician or HW Handling or equivalent						
	<ul> <li>Emergency Coordinator, Emergency Responder, Level III or equivalent</li> <li>Hazardous Waste Management or equivalent</li> </ul>						
		SCBA or Respirator		Medical Surveill	ance		
		n and other information rega					
The tr	aining w	vas received on :	/	2-13-99		·	
By: _	Floy	Puerley (Print: Trainer)  (Signature: Trainer)	By:	(Print: Employe (Signature: Emp	iguis.		
		Additional Certificate Att	ached:	<b>⊉</b> Yes	П	No	





	CARL SI	IEPPARD			
	(Print: Name o	r Employee)			
	•	uirement pursuant to 22 CCR 66265.16 of the Hazardou CFR 1910.120(q) of the Federal Health and Safety			
Ø	INITIAL 📋	ANNUAL REFRESHER			
ם d	Hazard Communication + Recognition	n			
	Contingency Plan Implementation (Emergency Response)				
X	HW Technician or HW Handling or equivalent				
	Emergency Coordinator, Emergency Responder, Level III or equivalent				
Hazardous Waste Management or equivalent					
	SCBA or Respirator	Medical Surveillance			
		raining is available upon request. The training is Plan for the Hazardous Waste Management Program.			
The training w	vas received on :	12 - 13 - 99 (Date)			
By: Hei	Mert Hartman By: (Print Trainer)  (Signature: Trainer)	(Date)  JOE F. CLURON  (Print: Employee's Supervisor)  (Signature: Employee's Supervisor)			





	te is issued to: Pilar Tanio			
	(Print: Name of Employee)			
	completion of the following training requirement pursuant to 22 CCR 66265.16 of the Hazardou ations of the State of California and 29 CFR 1910.120(q) of the Federal Health and Safety			
	INITIAL ANNUAL REFRESHER			
×	Hazard Communication + Recognition			
$\boxtimes$	Contingency Plan Implementation (Emergency Response)			
	HW Technician or HW Handling or equivalent			
	Emergency Coordinator, Emergency Responder, Level III or equivalent			
	Hazardous Waste Management or equivalent			
	SCBA or Respirator			
	am and other information regarding the training is available upon request. The training is accordance with the Employee Training Plan for the Hazardous Waste Management Program.			
he training	was received on: 12-13-99			
y: <u>F20y</u> y: <u>F</u>	(Print: Trainer)  (Signature: Trainer)  (Date)  (Pathie Blyskal  (Print: Employee's Supervisor)  (Signature: Employee's Supervisor)			





		PILAR	TA	NI O
				Employee)
				airement pursuant to 22 CCR 66265.16 of the Hazardous FR 1910.120(q) of the Federal Health and Safety
	Ħ	INITIAL		ANNUAL REFRESHER
	a a	Hazard Communication + Reco	gnition	n
		Contingency Plan Implementati	on (Em	nergency Response)
HW Technician or HW Handling or equivalent				
Emergency Coordinator, Emergency Responder, Level III or equivalent  Hazardous Waste Management or equivalent				Responder, Level III or equivalent
				ivalent
		SCBA or Respirator		Medical Surveillance
		-		aining is available upon request. The training is Plan for the Hazardous Waste Management Program.
	The training w	vas received on :		12-13-99
	By: He	(Print: Trainer) (Signature: Tramer)	By: By:	(Print: Employee's Supervisor)  (Signature: Employee's Supervisor)
	·	Additional Certificate Attached	:	Yes 🗆 No





	Doug	- TE	MPLE Employee)	
	(Print:	Name of	Employee)	
	•		airement pursuant to 22 CCR 66265.16 of the Hazardou FR 1910.120(q) of the Federal Health and Safety	
	INITIAL	$\boxtimes$	ANNUAL REFRESHER	
×	Hazard Communication + I	Recognition	n	
×	Contingency Plan Impleme	ntation (Er	mergency Response)	
	HW Technician or HW Handling or equivalent			
	Emergency Coordinator, Emergency Responder, Level III or equivalent			
	Hazardous Waste Management or equivalent			
	SCBA or Respirator		Medical Surveillance	
	<u> </u>	_	aining is available upon request. The training is Plan for the Hazardous Waste Management Program.	
The training w	vas received on :	<del> </del>	/2 - 13 - 99 (Date)	
By: <u>Floy</u> 6	Print: Trainer)  (Signature: Trainer)	By: By:	(Print: Employee's Supervisor)  (Signature: Employee's Supervisor)	
	Additional Certificate Atta	ched:	Yes 🗆 No	





		Dou <i>G</i> (Print: Name	TEMPLE		
		(Print: Name	or Employee)		
Waste			equirement pursuant to 22 CCR 66265.16 of the Hazardou OCFR 1910.120(q) of the Federal Health and Safety		
	Ø	INITIAL	ANNUAL REFRESHER		
	a,	Hazard Communication + Recogni	tion		
		Contingency Plan Implementation	(Emergency Response)		
	X	HW Technician or HW Handling or equivalent			
		Emergency Coordinator, Emergency Responder, Level III or equivalent			
		Hazardous Waste Management or equivalent			
		SCBA or Respirator	Medical Surveillance		
			training is available upon request. The training is ag Plan for the Hazardous Waste Management Program.		
The tra	aining w	vas received on :	12-13-99 (Date)		
By:	Hei	(Signature: Trainer)  By  (Signature: Trainer)			
		Additional Certificate Attached:	Yes No		





# APPENDIX E JOB DESCRIPTIONS

#### POSITION DESCRIPTION

R. Bailey

VP Processed Products

& Research/Tech. Services

**Director of Operations** 

This position

ORGANIZATION:

**Processed Products** 

LOCATION IN THE ORGANIZATION:

**Plant Operations** 

POSITION TITLE:

Manager, Plant Operations - Ontario

POSITION CODE:

POSITION GRADE:

FLSA:

3131 F

Exempt

SUPERVISION RECEIVED:

Independent

FUNCTIONS AND RESPONSIBILITIES:

Plans, controls, coordinates and administers all operating activities at the Ontario facility through the respective managers. Ability to coordinate the work of others and with outside agencies.

Consults with other departments on plans for new or modified equipment or processes, and new or modified products or ingredients, to ensure compatibility and quality requirements. Assists director to assess adequacy of Processed Products physical facilities, recommend capital expenditures for improvements as required, and relate such recommendations to future income potential. Additional areas of responsibility include general stores and warehousing.

Serves as the facility's primary emergency response coordinator in the event of an emergency. Has intimate knowledge of Contingency Plan and ability to implement emergency response procedures.

Responsible for implementing and carrying out Equal Employment and Affirmative Action in his/her unit. Responsible for the selection, training, and supervision of subordinate employees.

Recommends any changes in policies, procedures, equipment, etc. which could improve plant productivity and efficiency.

Licenses and Certificates required: Possession of a valid California Driver's License. Demonstrate successful completion of training in accordance with 22 CCR 66265 and 29 CFR 1910.120(q) for emergency coordinator and emergency response procedures, including 24-hour Emergency Response Training and Incident Command Training. This training may be supplemented with additional outside course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training.

CONTACTS WITH OTHERS:

EDUCATION REQUIRED:

Wide range of contact with all levels of Processed Products and Fresh Fruit management.

Some customer, vendor, grower, and packinghouse contact.

EXPERIENCE REQUIRED:

Bachelors Degree in Engineering or Business, or equivalent.

Ten years of progressively responsible operations experience in the food processing industry. Ability to supervise. Ability to communicate effectively both verbally and in writing.

DATE:

12/00

4

#### POSITION DESCRIPTION

J. Figueroa

ORGANIZATION:

**Processed Products** 

LOCATION IN THE

ORGANIZATION:

Plant Operations

POSITION TITLE:

Maintenance & Engineering Manager

POSITION CODE:

POSITION GRADE:

G

2214

FLSA:

Exempt

SUPERVISION RECEIVED:

Works Independently

FUNCTIONS AND RESPONSIBILITIES:

Directs Maintenance and Engineering departments. Ability to coordinate the work of others and with outside agencies. Hires and disciplines personnel reporting to this function. Consulted with on all written grievances. Acts as consulting engineer for all other plant locations that do not have an adequate staff. Selects, approves and manages the implementation of new technology to improve plant operations and performance. Sets standards of performance for engineering and maintenance. Assists in labor contract negotiations. Prepares operating and labor budgets for engineering and maintenance. Approves work orders and delivery releases that need a high signature authority. Approves all manufacturing appropriation requests. Sells used and obsolete equipment to outside firms. Maintains an adequate training program, oriented to maintenance activities.

Responsible for selection, training and supervision of subordinate employees. Responsible for implementing and carrying out Equal Employment and Affirmative Action programs in his/her unit.

Serves as the facility's secondary emergency response coordinator in the event of an emergency. Has intimate knowledge of Contingency Plan and ability to implement emergency response procedures. Establishes and maintains a Safety Program for the departments as outlined by Sunkist policies.

Licenses & Certificates Required: Possession of a valid California Driver's License. Demonstrate successful completion of training in accordance with 22 CCR 66265 and 29 CFR 1910(q) for emergency coordinator and emergency response procedures, including 24-hr. Emergency Response Training and Incident Command Training. This training may be supplemented with additional outside course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training.

CONTACTS WITH OTHERS:

Broad contact with Processed Products departments and outside firms and agencies.

EDUCATION REQUIRED:

Bachelors Degree in Mechanical Engineering, Chemical or Plant Engineering, or equivalent.

EXPERIENCE REQUIRED:

Seven years of progressively responsible experience in engineering, maintenance or related field. Ability to supervise. Experience in labor negotiations preferred. Ability to communicate effectively both verbally and in writing.

VP Processed Products
& Research/Tech. Services

Director of Operations

this position

DATE:

12/99

**Director of Operations** 

Plant Manager

This position

#### POSITION DESCRIPTION

ORGANIZATION:

Processed Products

LOCATION IN THE ORGANIZATION:

Operations Ontario Plant

POSITION TITLE:

Fruit Processing Manager

POSITION CODE: POSITION GRADE:

2195 G

FLSA:

Exempt

SUPERVISION RECEIVED:

General Direction

FUNCTIONS AND RESPONSIBILITIES:

Directs overall planning of fruit utilization, juice extraction and preparation for ultimate use, concentration, storage and related utilization, and preparation of essential oils and specialty peel products. Ability to coordinate the work of others and with outside agencies.

Plans, directs, assigns and coordinates production operations through the department foremen. Interprets all company policies and policy changes outlined by the Plant Manager and informs department foremen of their responsibility to enforce and regulate them. Confers with the Plant Manager on all complex problems and advises and assists him in their solution.

Serves as the facility's tertiary emergency response coordinator in the event of an emergency. Has intimate knowledge of Contingency Plan and ability to implement emergency response procedures. Establishes and maintains a safety program as outlined by Sunkist policies.

Maintains highest efficiency possible by motivating employees and through the review of performance reports. Handles extraordinary problems concerning processing materials and production equipment. Passes on all equipment changes, releases of major equipment for change-over or repairs and equipment. Arranges shipping schedules for bulk peel and juice products directly with customers.

Prepares operating and labor budgets. Organizes, installs and prepares adequate scheduled reports of department conditions, production, personnel and related information affecting department efficiency. May be assigned special projects.

Responsible for selection, training and supervision of subordinate employees. The training program is oriented towards product quality, efficiency and profit. Responsible for implementing and carrying out Equal Employment and Affirmative Action programs for his/her unit.

(Duties continued on page 2)

CONTACTS WITH OTHERS:

Broad contact with production, technical, maintenance and administrative personnel usually on levels from foremen and above.

EDUCATION REQUIRED:

Bachelors Degree in Business, Science, Engineering; or equivalent.

EXPERIENCE REQUIRED:

Six years of progressively responsible production/management experience. Experience in computer operated equipment desirable. Experience with personal computer preferred. Must be able to communicate effectively both verbally and in writing.

12/99

Licenses & Certificates required: Possession of a valid California driver's license. Demonstrate successful completion of training in accordance with 22CCR 66265 and 29 CFR 1910.120(q) for emergency coordinator and emergency response procedures, including 24-hr. Emergency Response Training and Incidental Command Training. This training may be supplemented with additional outside course work as necessary. If needed, initial training to be completed within 6 months of employment followed by annual refresher training.

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#### POSITION DESCRIPTION

E. W. Bailey

ORGANIZATION:

**Processed Products** 

LOCATION IN THE

ORGANIZATION: Operations

Ontario Plant

POSITION TITLE:

Foreman - Maintenance

POSITION CODE: POSITION GRADE:

FLSA:

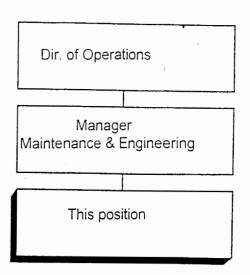
Exempt

SUPERVISION

RECEIVED:

Administrative Direction

**FUNCTIONS AND** RESPONSIBILITIES:



Directs and supervises electricians, janitors, and all maintenance dept. lead men with respect to work assignments. Disseminates and administers company policies and procedures. Maintain contact with related departments, to ensure effective preventive maintenance, repair work and installation of new equipment. Designs/draws complete electrical systems for revision of existing circuits and installation of new systems. Supervises maintenance/repairs on switchgear, transformers, capacitors, motor control centers and high/low voltage distribution systems. Works regularly with vendors. Oversees outside contractors and sub-contractors. Conducts safety meetings and enforces safety regulations. Sells used and obsolete equipment to outside firms. Involved in all aspects of maintenance activities such as repair scheduling and staffing, keeps track of all maintenance job priorities, labor and material cost tracking as well as ordering parts and equipment.

Responsible for selection, training and supervision of subordinate employees. Supervises the work activities of the Hazardous Waste Technician and of the First Responders and their qualified substitutes. If necessary, performs some of the duties of the Hazardous Waste Technician, providing a variety of tasks in the handling of hazardous waste generated at the Ontario facility. May perform general labor at the main containment area to properly maintain hazardous waste containers awaiting pickup for disposal including site cleanup, facility maintenance, inventory, routine inspection, unloading and lab pack preparations. May perform segregation, sorting, drum packing and bulking of hazardous waste. Capable of preparing and loading shipments of hazardous waste. Ability to respond to spills and releases of hazardous wastes by activating emergency response system in accordance with the Contingency Plan.

CONTACTS WITH

(Continued on page 2)

OTHERS:

Broad contact with division personnel and outside firms.

**EDUCATION** 

REQUIRED:

High school graduate with successful completion of 12 college semester units in electricity; or equivalent.

**EXPERIENCE** REQUIRED:

Five years maintenance engineering experience as a journeyman. Experience in supervisory capacity preferred.

12/99

DATE:

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Operate certain equipment including, but not limited to trucks, forklifts, pumps, generators, and pressure washers. Perform related duties as required.

Responsible for Implementation and carrying out of Equal Employment and Affirmative Action programs in his/her unit.

Demonstrated ability to lift 40 Lbs. from the ground to waist level. Ability to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. May be required to remain in standing position for 6 hours. Must have mechanical skills to do minor maintenance. Ability to communicate effectively in English. Ability on a continuous basis to know, remember, read, understand, interpret and explain procedures, labels, specifications, rules, regulations, related material, and safety precautions; to sample, analyze and package hazardous waste. Ability to wear personal protective equipment; to operate a forklift. Can establish and maintain cooperative relationships with those encountered in the course of work and learn and observe all safety precautions as required.

Licenses and Certificates required: Possession of a valid California Driver's License. Forklift certification. Demonstrate successful completion of training in accordance with 22 CCR 66265 and 29 CFR 1910.120(q) for hazardous waste and emergency response. This training may be supplemented with additional outside course work as necessary. If needed, initial training to be completed within 6 months of employment followed by annual refresher training.

Job Title: Hazardous Waste Technician

Date: December 16, 1999

**Department:** Maintenance

#### Summary:

To provide a variety of tasks in the handling of hazardous waste generated at the Ontario facility. Perform general labor at the main containment area to properly maintain hazardous waste containers awaiting pickup for disposal including site clean up, facility maintenance, inventory, routine inspection, unloading and lab pack preparations. Perform segregation, sorting, drum packing and bulking of hazardous waste. Ability to respond to spills and releases of hazardous wastes by activating emergency response system and/or by serving as a First Responder in accordance with Contingency Plan and direction from Supervisor. Prepare & load shipments of hazardous waste. Operate certain equipment including, but not limited to trucks, forklifts, pumps, generators and pressure washers. Perform related duties as assigned.

#### **Oualifications:**

Must have mechanical skills to do minor maintenance. Ability to communicate effectively in English. Ability on a continuous basis know, remember, understand, interpret and explain procedures, rules, regulations and safety precautions. Sample, analyze and package hazardous waste. Ability to wear personal protective equipment, including SCBA equipment if necessary. Operate a forklift. Read and interpret labels, specifications, regulations and related material. Establish and maintain cooperative relationships with those encountered in the course of work. Learn and observe all safety precautions as required. Equivalent to the completion of a high school education. Minimum 1 year hazardous waste experience desired.

Tools, Equipment and Materials: Hand tools, SCBA, full or half mask, Class A suit, Chemical resistant gloves and apparel, calculator, drum handling equipment, shovel, rakes, brooms, absorbent, writing tools, light trucks and cars.

Source of Supervision: Direct Supervision from Supervisor & Environmental Management

**Direction Exercised:** Broad contact with plant personnel, management and outside contractors.

**Physical Requirements:** Must demonstrate the ability to lift 40 lbs from the floor to waist level. Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

Job Title: Hazardous Waste Technician

#### **Licenses and Certificates:**

Possession of a valid California Driver's License. Forklift certification. SCBA certification. Demonstrate successful completion of training in accordance with 22 CCR 66265 and CFR 1910.120(q) for hazardous waste and emergency response. This training may be supplement with additional outside course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training.

Job Title: Relief Shop Foreman Date: December 16, 1999

**Department:** Maintenance

#### **Summary:**

Works with and directs activities of leadman and mechanics, relieve any maintenance foreman as required. Takes charge of those operations and assignments in connection with plant maintenance, repairs, and overhauls. Serves as First Responder in emergency response when necessary.

#### **Qualifications:**

Six years experience in Industrial mechanics and welding with at least four years experience as a Lead "A". Must have leadership qualities. High school education or equivalent.

Tools, Equipment and Materials: Plant Equipment.

Source of Supervision: Chief Engineer or Plant Engineer

**Direction Exercised:** Directs activities of crews assigned.

#### **Duties:**

Relieves any maintenance foreman as needed. Receives and caries out instructions in the repair, maintenance, and installations of plant equipment's and facilities. Estimates projects and jobs. Fills out Purchase orders and Delivery releases to orders and Delivery releases to order material. Locates and diagnoses trouble causing machine and equipment breakdown. Plans effective method of repair, construction, and installation of equipment. Conducts safety meetings.

Ability to respond to spills and releases of hazardous wastes by activating emergency response system and/or by serving as a First Responder in accordance with Contingency Plan and direction from Supervisor. Ability to wear personal protective equipment, including SCBA equipment if necessary.

**Physical Requirements:** Must demonstrate the ability to lift 40 lbs from the floor to waist level. Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

#### **Licenses and Certificates:**

Possession of a valid California Driver's License. Forklift certification. SCBA certification. Demonstrate successful completion of training in accordance with 22 CCR 66265 and CFR 1910.120(q) for hazardous waste and emergency response. This training may be supplement with additional outside course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training.

Job Title:

Relief Shop Foreman

Date: December 16, 1999

Department: Maintenance

#### Summary:

Works with and directs activities of leadman and mechanics, relieve any maintenance foreman as required. Takes charge of those operations and assignments in connection with plant maintenance, repairs, and overhauls.

#### **Qualifications:**

Six years experience in Industrial mechanics and welding with at least four years experience as a Lead "A". Must have leadership qualities. High school education or equivalent.

Tools, Equipment and Materials: Plant Equipment.

Source of Supervision: Chief Engineer or Plant Engineer

**Direction Exercised:** Directs activities of crews assigned.

#### **Duties:**

Relieves any maintenance foreman as needed. Receives and caries out instructions in the repair, maintenance, and installations of plant equipment's and facilities. Estimates projects and jobs. Fills out Purchase orders and Delivery releases to order and Delivery releases to order material. Locates and diagnoses trouble causing machine and equipment breakdown. Plans effective method of repair, construction, and installation of equipment. Conducts safety meetings. Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job.

**Physical Requirements:** Must demonstrate the ability to lift 40 lbs from the floor to waist level. Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

#### Licenses and Certificates:

Possession of a valid California Driver's License. Forklift certification. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employees Training Plan. This training may be supplement with additional outside course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training.

Job Title: Mechanic Welder 1/C Date: December 16, 1999

**Department:** Maintenance

#### **Summary:**

Install, services, welds, rebuilds, repairs and maintains all plant machinery and equipment throughout the plant. Serves as First Responder in emergency response and Hazardous Waste Technician substitute, when necessary.

#### Qualifications:

Normal communications ability. Prefer approximately four years experience in Industrial Welding and mechanical repair and construction. Good at mathematics. Knowledge of plant operations is helpful. Be able to work close to tolerances. Able to read blueprints, schematics and follow verbal instructions.

**Tools, Equipment and Materials:** Drills, presses, grinders, acetylene gas welders/cutters, TIG/MIG welders, metallic arc welder, rigging equipment, transits and all mechanic/welder's tools and hydraulic equipment.

Source of Supervision: Direct Supervision from Supervisor, Relief Shop Foreman and Leadman

**Direction Exercised:** Normally none, but may occasionally direct laborers, and clean-up crews.

#### **Duties:**

May occasionally direct laborers and clean-up crews. Works from blueprints, schematic drawings, or verbal instructions. Plans, lays out, constructs and/or repairs and installs machinery or equipment independently. Locates and diagnoses trouble causing machine and equipment breakdown. Makes installations in conformance with operating instructions or manufacturers specifications. May occasionally do required labor work. Does pipe or steam fitting required by job. Keeps work area clean and observes safety rules, especially with regard to power tools, equipment, and fire prevention.

Substitutes for the work activities of the Hazardous Waste Technician when necessary. May perform some to the duties of the Hazardous Waste Technician, providing a variety of tasks in the handling of hazardous waste generated at the Ontario facility. May perform general labor at the main containment area to properly maintain hazardous waste containers awaiting pickup for disposal including site cleanup, facility maintenance, inventory, routine inspection, unloading and lab pack preparations. May perform segregation, sorting, drum packing and bulking of hazardous waste. Capable of preparing and loading shipments of hazardous waste. Operate certain equipment including, but not limited to, trucks, forklifts, pumps, generators, and pressure washers. Perform related duties as required.

#### Job Title: Mechanic Welder 1/C

Ability to respond to spills and releases of hazardous wastes by activating emergency response system and/or by serving as a First Responder in accordance with Contingency Plan and direction from Supervisor. Ability to wear personal protective equipment, including SCBA equipment if necessary.

**Physical Requirements:** Must demonstrate the ability to lift 40 lbs from the floor to waist level. Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

#### **Licenses and Certificates:**

Possession of a valid California Driver's License. Forklift certification. SCBA certification. Demonstrate successful completion of training in accordance with 22 CCR 66265 and CFR 1910.120(q) for hazardous waste and emergency response. This training may be supplement with additional outside course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training.

Job Title: HVACR Mechanic Date: December 16, 1999

**Department:** Maintenance

#### Summary:

Install, services, dismantles, welds, rebuilds, repairs, maintains and operate all refrigeration, air-conditioning, air compressors, water and steam distribution and fire protection systems throughout the plant. Serves as First Responder in emergency response when necessary.

#### **Qualifications:**

Normal communications ability. Prefer approximately four years experience in Industrial Welding and mechanical repair and construction. Good at mathematics. Must be knowledgeable in industrial refrigeration and air-conditioning principles and practices. Knowledgeable of plant operations is helpful. Be able to work close to tolerances. Able to read blueprints, schematics and follow verbal instructions. Must have EPA certification for Freon refrigeration and air-conditioning system per Federal Regulations. Must be able to operate and maintain plant boiler and refrigeration equipment.

Tools, Equipment and Materials: Drills, presses, grinders, acetylene gas welders/cutters, metallic arc welder, rigging equipment, and all mechanic/welder's tools and evacuation equipment.

Source of Supervision: Direct Supervision from Supervisor & Relief Shop Foreman

Direction Exercised: Normally none, but occasionally direct laborers, and clean-up crews.

#### **Duties:**

May occasionally direct laborers and clean-up crews. Works from blueprints, schematic drawings, or verbal instructions. Plans, lays out, constructs and/or repairs and installs machinery or equipment independently. Locates and diagnoses trouble causing machine and equipment breakdown. Makes installations in conformance with operating instructions manufacturers specifications and/or industrial standards. May occasionally do required labor work and relieve refrigeration operators. Does pipe or steam fitting required by job. Keeps work area clean and observes safety rules, especially with regard to power tools, equipment, and fire prevention.

Ability to respond to spills and releases of hazardous wastes by activating emergency response system and/or by serving as a First Responder in accordance with Contingency Plan and direction from Supervisor. Ability to wear personal protective equipment, including SCBA equipment if necessary.

Job Title: HVACR Mechanic

**Physical Requirements:** Must demonstrate the ability to lift 40 lbs from the floor to waist level. Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

#### **Licenses and Certificates:**

Possession of a valid California Driver's License. Forklift certification. SCBA certification. Demonstrate successful completion of training in accordance with 22 CCR 66265 and CFR 1910.120(q) for hazardous waste and emergency response. This training may be supplement with additional outside course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training.

Job Title: Mechanic Welder 1/C Date: December 16, 1999

Department: Maintenance

#### Summary:

Install, services, welds, rebuilds, repairs and maintains all plant machinery and equipment throughout the plant. Serves as First Responder in emergency response.

#### Qualifications:

Normal communications ability. Prefer approximately four years experience in Industrial Welding and mechanical repair and construction. Good at mathematics. Knowledge of plant operations is helpful. Be able to work close to tolerances. Able to read blueprints, schematics and follow verbal instructions.

**Tools, Equipment and Materials:** Drills, presses, grinders, acetylene gas welders/cutters, TIG/MIG welders, metallic arc welder, rigging equipment, transits and all mechanic/welder's tools and hydraulic equipment.

Source of Supervision: Direct Supervision from Supervisor, Relief Shop Foreman and Leadman

**Direction Exercised:** Normally none, but may occasionally direct laborers, and clean-up crews.

#### **Duties:**

May occasionally direct laborers and clean-up crews. Works from blueprints, schematic drawings, or verbal instructions. Plans, lays out, constructs and/or repairs and installs machinery or equipment independently. Locates and diagnoses trouble causing machine and equipment breakdown. Makes installations in conformance with operating instructions or manufacturers specifications. May occasionally do required labor work. Does pipe or steam fitting required by job. Keeps work area clean and observes safety rules, especially with regard to power tools, equipment, and fire prevention. Operate certain equipment including, but not limited to, trucks, forklifts, pumps, generators, and pressure washers. Perform related duties as required.

Ability to respond to spills and releases of hazardous wastes by activating emergency response system and/or by serving as a First Responder in accordance with Contingency Plan and direction from Supervisor. Ability to wear personal protective equipment, including SCBA equipment if necessary.

**Physical Requirements:** Must demonstrate the ability to lift 40 lbs from the floor to waist level. Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

Job Title: Mechanic Welder 1/C

#### **Licenses and Certificates:**

Possession of a valid California Driver's License. Forklift certification. SCBA certification. Demonstrate successful completion of training in accordance with 22 CCR 66265 and CFR 1910.120(q) for hazardous waste and emergency response. This training may be supplement with additional outside course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training.



Job Title:

Relief Shop Foreman

Date: December 9, 1999

Department: Garage

#### Summary:

Responsible for supervision of Fruit Receiving area, and dispatching of fruit into the plant area. Will assume duties of garage Foreman in his/her absence. Needs thorough knowledge of all Fruit Receiving, Trucking, and Garage activities. Must be able to communicate effectively, both verbally and in writing.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Prefer high school or equivalent with approximately 8 years experience or less with adequate vocational training. Good knowledge of record keeping and D.O.T. regulations. Must be able to communicate verbally as well as in written form. Must have knowledge of computer operations. Must have leadership abilities. Must be knowledgeable of Fruit Receiving operations.

#### Tools, Equipment and Materials:

Hand and power tools, equipment and materials associated with the trade.

Source of Supervision: Department Supervisor, Department Manager

**Direction Exercised:** Directs activities of Lead person and shop mechanics.

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Directs and is responsible for lead persons and other mechanics activities. Can requisition and order parts. May assist in keeping shop records. Responsible for safety and housekeeping in the area. Coordinates with outside vendors. Implements and maintains service schedules. Coordinates with transportation dispatcher on vehicle repairs and preventive maintenance. Keeps extensive shop repair records in computer focus program. Maintains MSDS updates and training. Responsible for supervision of Fruit Receiving area.

Weight Requirements: Must be able to lift 40 lbs from ground to waist level.

**Physical Requirements:** Must be able to stand for long periods of time with excessive bending and stooping.

LARRY ANAYA

#### JOB DESCRIPTION

Job Title:

Blending Room Operator

Date: December 15, 1999

Department: Oil

#### Summary:

Primary function is to produce citrus oil blends.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Normal communication ability.

Tools, Equipment and Materials: Drums lift, (2) 1,000 gallon holding tanks, (2) 150 gallon holding tanks, various size empty containers, agitator, vacuum kettles, oil filter.

Source of Supervision: Leadperson, and/or Department Foreman.

Direction Exercised: None, normally

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Receives written orders for blends. Blends oils by mixing together base concentrates, until the correct percentage of aldehyde is achieved. Stabilizers such as BHA and BHT are added to certain products. Also, oil blends are prepared for use in certain juice products as required. Samples of all blends are taken to lab for analysis. Fills containers as specified by batch card. Cleans area and machinery and does other duties as assigned.

Weight Requirements: Must demonstrate the ability to lift 40 lbs from the floor to waist level.

**Physical Requirements:** Must be able to climb ladders throughout the shift. Position requires repetitive bending and stooping.

RAY BALLESTER

#### JOB DESCRIPTION

Job Title:

Senior Blending Room Oper-Orange

Date: December 13, 1999

Department: Oil

Summary:

Responsible for full operation of Oil Basement and Alcohol Extract.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Must be familiar with different types of Citrus Oils, machinery and equipment under their jurisdiction.

Tools, Equipment and Materials: Various

Source of Supervision: Leadperson, and/or Department Foreman.

**Direction Exercised:** Four to six people

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Checks inventory of saleable products and plans schedule for the week. Orders Oil and materials from warehouses and makes out blend sheets for batches. Prepares batch cards and takes samples to lab. Keeps records of all oils purchased and produced, and oils used. Takes Pic cards from production, weights oils and flavors as required into clean containers. Fills out necessary paperwork and delivers batches to proper area in production. Makes sure sanitation and safety rules are being followed. Takes saleable products to dock and fills out transfers to warehouse.

Weight Requirements: Must demonstrate the ability to lift 40 lbs from the floor to waist level.

**Physical Requirements:** Must be able to climb ladders throughout the shift. Employee may be required to remain in sitting position for 4 or more hours.

GARY GRAF

#### JOB DESCRIPTION

Job Title: Lead A Date: December 15, 1999

Department: Oil

#### Summary:

In charge of production operation of all areas of oil, wet peel, W.H.E. and enzyme filter operations. Carries out general orders of Department Foreman. Control process conditions within established limits in the department. Relieves Department Foreman for vacations.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Must be familiar with machinery and equipment in all departments. Must have leadership capabilities. High school education preferred.

**Tools, Equipment and Materials:** Separators, shavers, finishers, mixing systems, peel bins, W.H.E. and enzyme filter press operations.

Source of Supervision: Department Foreman and Fruit Processing Supervisor

Direction Exercised: 23 to 28 people in department

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Supervises and trains personnel in department as needed. Assists the foreman in scheduling production and carrying out schedules. Responsible for keeping personnel supplied with materials and instructs them in the proper operating procedures. Responsible for proper function of machinery and equipment. Directs the clean up of equipment and housekeeping. Promotes safe practices. May perform other duties assigned by department foreman.

Weight Requirements: Must demonstrate the ability to lift 40 lbs from the floor to waist level.

Physical Requirements: Employee may be required to climb ladders throughout the shift.

DOUG TEMPLE JOHNNIE DAVIS

# JOB DESCRIPTION

Job Title:	Lead "A"	Date:	December 7, 1999
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Department: Maintenance

Summary:

Works with and directs activities of mechanics, as instructed by maintenance foreman. Takes charge of those operations and assignments in connection with plant maintenance, repairs, and overhauls.

#### **Qualifications:**

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Four years experience in Industrial mechanics and welding. Must have leadership qualities. High school education or equivalent.

# Tools, Equipment and Materials:

Plant equipment.

Source of Supervision: Foreman

**Direction Exercised:** Directs activities of crews assigned.

### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Relieves foreman as needed. Fills out Purchase orders and Delivery releases to order material. Work from blueprints, schematic drawings, or verbal instructions. Plans, lays out, constructs and/or repairs and installs machinery or equipment independently. Locates and diagnoses trouble causing machine and equipment breakdown. Makes installations in conformance with operating instructions or manufacturers specifications. Does pipe or steam fitting required by job. Plans effective method of repair, construction, and installation of equipment. Conducts safety meetings.

Weight Requirement: Must demonstrate the ability to lift 40 lbs from the ground to waist level.

Physical Requirement: Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

ANDY DELATORRE DAVE GARCIA

# JOB DESCRIPTION

Job Title:

Oiler

Date: December 7, 1999

Department: Maintenance

Summary:

Responsible for lubricating and inspecting all equipment and machinery throughout the plant.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Prefer one year experience in Industrial mechanical lubrication. Must have a mechanical background or mechanically inclined. Normal communication ability.

# Tools, Equipment and Materials:

Lubricating equipment and mechanical hand tools. Use different types of grease, oil or lubrication.

Source of Supervision: Foreman and Leadman.

Direction Exercised: None

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Does routine lubrication and service machinery, vehicles and equipment throughout the plant. Inspects equipment and machinery for mechanical defects and reports findings to his leadman or foreman.

Weight Requirement: Must demonstrate the ability to lift 40 lbs from the ground to waist level.

Physical Requirement: Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours. NORM HUSTEN DORA JUZIANO

# JOB DESCRIPTION

Job Title:

Oil Still Operator

Date: December 15, 1999

Department: Oil

# Summary:

Takes blended citrus oils from production and concentrates to specification or instructions.

#### **Oualifications:**

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Must read and understand English, write legible, have a good understanding of math.

**Tools, Equipment and Materials:** Drum truck, drum wrenches, flashlight, scales, 55 gallon drums, vacuum pan, vacuum pump, steam controls.

**Source of Supervision:** Leadperson and/or Department Foreman.

Direction Exercised: None, normally

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Takes 20 drum lots of citrus oils and concentrates by weight according to specifications. Keeps accurate records of concentrate and limonite by weight and batch numbers. Does simple maintenance and clean up on pan. Keeps oil changes in vacuum pump. Blends concentrate and limonite. Performs other duties as assigned by leadperson, foreman and/or supervisor.

Weight Requirements: Must demonstrate the ability to lift 40 lbs from the floor to waist level. Must be able to move 55 gallon drums.

**Physical Requirements:** Employee may be required to remain in sitting position for 6 hours.

JACK DONES

# JOB DESCRIPTION

Job Title:

Ld B Oil Processing Coordinator

Date: December 15, 1999

Department: Oil

# Summary:

Directs activities for Oil Processing Department, including Lemon Oil room, Oil Basement, Alcohol Extract.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Must be familiar with different types of Citrus Oils, machinery and equipment under their jurisdiction.

Tools, Equipment and Materials: Various

**Source of Supervision:** Lead A, and/or Department Foreman.

**Direction Exercised:** Six to eight people

# **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Orders oils and materials from warehouse as needed for the job. Prepares Dec batch cards for batches, blends product to meet specification for the product to be produced. Works with the Q C lab on blending of product and samples. Fills out batch cards and transfers for batch to be transferred to warehouse. Keys batch cards and transfers into DEC system. Makes sure sanitation and safety rules are being followed. May perform other duties as assigned.

Weight Requirements: Must demonstrate the ability to lift 40 lbs from the floor to waist level.

**Physical Requirements:** Employee may be required to remain in sitting position for 5 to 6 hours.

ANGEL PEREZ

# JOB DESCRIPTION

Job Title:

Senior Oil Extraction Operator

Date: December 15, 1999

Department: Oil

# **Summary:**

Operates all Oil Extraction equipment which includes shavers, finishers, peel conveyors, separators, mixing tanks, storage tanks, still and limited barrel filling.

### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Normal communication and writing ability. High school education preferred.

Tools, Equipment and Materials: Shavers, pumps, finishers, separators, still and peel conveyors.

Source of Supervision: Leadperson, and/or Department Foreman.

Direction Exercised: Oil Extraction Operator

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Operates shavers, B.O.E.S., finishers, screws and separators in Oil Extraction room. Operates water flow and finishers on oil extraction portion of FMC extractors in juice extraction room. Operates oil still and holding tanks for C.P., oil before it is drummed out. Drums out oil when needed. Overhauls barrel portion of Westfalia separators and changes oil in separators when needed. Is responsible for sampling products for laboratory analysis and stenciling product after it is drummed out. May do other duties as assigned.

Weight Requirements: Must demonstrate the ability to lift 40 lbs from the floor to waist level.

**Physical Requirements:** Must be able to climb stairs and ladders throughout shift.

KEN HAMMOCIC MIKE RUNYAN

# JOB DESCRIPTION

Job Title: Carpenter 1/C Date: December 8, 1999

Department: Maintenance

Summary:

Constructs and repairs wood structures and plant equipment in the shop and throughout the plant.

### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Normal communications ability. Prefer approximately four years experience in Industrial carpentry. Knowledge of plant operations is helpful. Be able to work close to tolerances. Knowledge of shop math, able to read blueprints, schematics and follow verbal instructions.

# Tools, Equipment and Materials:

Power saws, joiners, shapers, sanding equipment, drills, grinders, routers, hammers, screwdrivers, tapes, C-clamps, hand saws, etc. Distinguish different grades and types o lumber.

Source of Supervision: Foreman and Leadman.

Direction Exercised: Normally none, but may occasionally direct laborers, and clean-up crews.

### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Work from blueprints, schematic drawings, or verbal instructions. Constructs and/or repairs wood work or related materials in the plant. Performs construction and maintenance jobs assigned such as framing and finishing buildings, hangs doors, installs locks and sashes, installs partitions and adds office or shop space to existing structures, makes tables, desks, cabinets and other furnishings, refurbishes plant equipments. Responsible for proper operation of shop equipments. Keeps work area clean and observes safety rules, especially with regard to power tools, equipment, and fire prevention.

Weight Requirement: Must demonstrate the ability to lift 40 lbs from the ground to waist level.

**Physical Requirement:** Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

JOHN REYNOLDS

# JOB DESCRIPTION

Job Title: Painter 1/C Date: December 7, 1999

Department: Maintenance

# Summary:

Prepares, paints and redecorates all plant buildings and equipment as required.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Normal communications ability. Prefer approximately four years experience in Industrial painting.

### Tools, Equipment and Materials:

Air and airless spray gun, paint chipper, high pressure water blaster, wall texture applicator, paint roller and brush, hand and electric sander.

Source of Supervision: Foreman and Leadman.

Direction Exercised: Normally, none.

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Cleans and prepares surfaces and applies the specified primers, sealers, and finish coats to specified thickness. Cleans and maintains equipment and perform other work as assigned by Foreman.

Weight Requirement: Must demonstrate the ability to lift 40 lbs from the ground to waist level.

**Physical Requirement:** Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

CARLOS BRAVO CARL SHEPARD Atton CROCKER RICHARD DIEP

# JOB DESCRIPTION

Job Title:

Refrigeration Operator

Date: December 7, 1999

**Department:** Maintenance

**Summary:** 

Responsible for the operation of all refrigeration equipment throughout the plant.

### Qualifications:

At least two years of Industrial refrigeration experience and must know theory of refrigeration. Normal communication ability. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

# Tools, Equipment and Materials:

Complex Industrial refrigeration systems and mechanical hand tools.

Source of Supervision: Foreman and Leadman.

**Direction Exercised: None** 

### **Duties:**

Checks temperatures in all freezers and coolers. Makes necessary adjustments and defrost when needed. Starts and stops refrigeration equipment as needed to maintain proper pressures according to load demand. Takes readings on the steam and water meters. Drains excess oil from refrigeration equipment in the plant. Receives glycol from stock room and adds to units as necessary. Cleans all compressor rooms and condensers in the plant. Maintains proper oil levels in refrigeration equipment which requires moving 55 gallon drums of oil to different locations. May be called to locate and repair ammonia leaks in the plant. Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job.

Weight Requirement: Must demonstrate the ability to lift 40 lbs from the ground to waist level.

Physical Requirement: Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours. AL JENKINS

# JOB DESCRIPTION

Job Title:

Fleet Maintenance Lead "A"

Date: December 9, 1999

Department: Garage

# **Summary:**

Works with or directs other mechanics in the repair and maintenance of plant vehicles and motorized equipment. May substitute for Foreman when Foreman is absent.

#### **Qualifications:**

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Prefer high school or equivalent with approximately 6 years experience or less with adequate vocational training.

# Tools, Equipment and Materials:

Hand and power tools, equipment and materials associated with the trade.

Source of Supervision: Foreman and Leadman

**Direction Exercised:** Directs activities of other mechanics in the shop.

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Makes repairs and services equipment up to and including complete overhauls. Must be able to do some gas and arc welding. Directs and is responsible for other mechanics activities. Can requisition and order parts. Responsible for safety and housekeeping in the area.

Weight Requirements: Must be able to lift 100 lbs occasionally.

**Physical Requirements:** Position may require employee to stand for long periods of time with excessive bending and stooping.

RAFTEL REYES

# JOB DESCRIPTION

Job Title:

Fleet Maintenance 1/C

Date: December 9, 1999

Department: Garage

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# Summary:

Works alone or with other mechanics in the repair and maintenance of plant vehicles and motorized equipment.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Prefer high school or equivalent with approximately 2 years experience or less with adequate vocational training.

# Tools, Equipment and Materials:

Hand and power tools, equipment and materials associated with the trade.

Source of Supervision: Foreman and Leadman

Direction Exercised: None

#### **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Makes repairs and services equipment up to and including complete overhauls. Must be able to do some gas and arc welding.

Weight Requirements: Must be able to lift 100 lbs occasionally.

**Physical Requirements:** Position may require employee to stand for long periods of time with excessive bending and stooping.

Hearl Kongmebhol

#### POSITION DESCRIPTION

**DIVISION:** 

**Processed Products** 

**DEPARTMENT:** 

**Applied Sciences** 

**Director Applied Sciences** 

TITLE:

**Product Applications Manager** 

**Quality Assurance** 

JOB NUMBER: **SALARY GRADE:**  1869 **C**4

Sr Manager Quality Assurance

THIS POSITION

FLSA:

Exempt

LEVEL OF

**SUPERVISION:** 

Works independently

# **FUNCTIONS AND RESPONSIBILITES:**

Manages product development projects and staff involved in formulation and compounding of fruit or vegetable derived products with major emphasis on citrus. Originates, plans, manages and reports on all product development projects or tasks to the Senior Manager. Advises and recommends on technical issues related to production procedures, product specifications, food product ingredients, packaging of products, NLEA and labeling and nutrition of food products. Provides technical assistance to departments, licensees and customers of Sunkist. Prepares documentation on the use of Sunkist products in food applications. Responsible for selection, training and supervision of subordinate employees. Responsible for implementing and carrying out Equal Employment and Affirmative Action programs in his/her unit. Performs complex analyses, tests, investigations and makes decisions, judgments and discretions without precedent. Travels as required, to visit co-packers of Sunkist Branded products to review product specifications, conduct plant audits and determine compliance with established procedure and specifications. Prepares frequent oral and written reports, including weekly status reports for Quality Assurance. Must be available weekends, holidays and other than daytime work hours for consultation with staff and customers. Must be available o travel for periods up to four weeks at any time. Responsible for compliance and applicable variances of the Quality Assurance operating budget. Performs data entry of technical and operating information.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

# CONTACTS WITH OTHERS:

Trademark Licensed Products Department, Patent and Trademark Law Counsel, Marketing and Sales staff, Licensees, Industrial manufactures and vendors, Technical staff and Processed Products management and staff.

# **EDUCATION REQUIREMENTS:**

Bachelor Degree in Chemistry, Food Science or a related scientific field or equivalent.

# **EXPERIENCE REQUIREMENTS:**

Eight years of progressively responsible experience in food technology with a major emphasis in citrus products and product development. Familiarity with food manufacturing practices and a working knowledge of beverage production desired. Demonstrated ability to communicate effectively both verbally and in writing. Must be able to evaluate different taste and aroma attributes of citrus and recognize the presence of off-characteristics.

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Vernita Marlin

DIVISION:

**Processed Products** 

**DEPARTMENT:** 

**Applied Sciences** 

Sr Manager Quality Assurance

THIS POSITION

TITLE:

**Chemist III Quality Assurance** 

JOB NUMBER: SALARY GRADE:

1872 C6 Specifications Supervisor

FLSA:

Non-exempt

LEVEL OF

SUPERVISION:

Minimal

#### **FUNCTIONS AND RESPONSIBILITES:**

Performs complex analyses, tests, investigations, determinations, microbiological procedures and basic product development functions. Makes frequent decisions and exercises judgment and discretion where some degree of precedent has been set. Originality and ingenuity is required. Identifies quality problems and recommends solutions. May direct the work activities of junior technicians. Responsible for revising or implementing new analytical procedures for use in the laboratory. Prepares, standardizes and validates laboratory solutions and reagents. Prepares samples for laboratory analysis. Conducts sensory evaluations and accelerated shelf-life tests. Prepares written reports and statistical evaluations of laboratory results. Logs, inventories, analyzes and reports results on licensee samples monitored in the laboratory. Provides technical support to other department scientific staff. Prepares oral and written reports, including weekly status reports for Quality Assurance. May be required to visit licensees to review product specifications, conduct plant inspections or audit compliance with procedures outlined in specifications or exhibits. Must be available weekends, holidays and other than daytime work hours for consultation with staff and licensees. Must be available to travel for periods up to four weeks at any time. Performs data entry of technical and operating information.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

### **CONTACTS WITH OTHERS:**

Trademark Licensed Products Department, Patent and Trademark Law Counsel, Marketing and Sales staff, Licensees, Industrial manufacturers and vendors, Technical staff and Processed Products management and staff.

#### **EDUCATION REQUIREMENTS:**

Bachelor Degree in Chemistry, Food Science or related scientific field; or equivalent.

### **EXPERIENCE REQUIREMENTS:**

Three years of progressively responsible laboratory experience. Familiarity with food manufacturing practices and an understanding of beverage production desired. Demonstrated ability to communicate effectively both verbally and in writing. Must be able to evaluate different taste and aroma attributes of citrus and recognize the presence of off-characteristics.

Debbie Lim

**DIVISION:** 

**Processed Products** 

**Director Applied Sciences** 

**DEPARTMENT:** 

**Applied Sciences** 

TITLE:

Co-Packing Manager Quality

Assurance

JOB NUMBER: SALARY GRADE:

1870

**C3** 

Sr Manager Quality Assurance

FLSA:

Exempt

LEVEL OF

SUPERVISION:

Works independently

THIS POSITION

# FUNCTIONS AND RESPONSIBILITES:

Manages co-packing quality assurance for Sunkist Branded products. Supervises the writing of manufacturing specifications for the operating division. Performs the responsibilities of specifications in his/her absence. Plans, conducts and reports on co-packing operations or projects to the Senior Manager Quality Assurance. Advises and recommends on technical issues related to production procedures, product specifications, food product ingredients and packaging of products. Provides technical assistance to departments, licensees, co-packers and customers of Sunkist. Prepares documentation on the use of Sunkist products in food applications. Responsible for selection, training and supervision of subordinate employees. Responsible for implementation and carrying out equal employment and affirmative action programs in his/her unit. Performs complex analyses, tests, investigations and makes decisions, judgments and discretions without precedent. Travels as required, to visit co-packers of Sunkist Branded products to review product specifications, conduct plant audits and determine compliance with established procedure and specifications. Prepares frequent oral and written reports, including weekly status reports for Quality Assurance. Must be available weekends, holidays and other than daytime work hours for consultation with staff and customers. Must be available for travel for periods up to four weeks at any time. Responsible for compliance and applicable variances of the Quality Assurance operating budget. Performs data entry of technical and operation information.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

# **CONTACTS WITH OTHERS:**

Trademark Licensed Products Department, Patent and Trademark Law Counsel, Marketing and Sales staff, Licensees, Industrial manufacturers and vendors, Technical staff and Processed Products management and staff an co-packers.

# **EDUCATION REQUIREMENTS:**

Bachelor Degree in Chemistry, Food Science or a related scientific field or equivalent.

# **EXPERIENCE REQUIREMENTS:**

Eight years of progressively responsible experience in food technology with a major emphasis in citrus products and product manufacturing. Working knowledge of food manufacturing practices and beverage production desired. Demonstrated ability to communicate effectively both verbally and in writing. Must be able to evaluate different taste and aroma attributes of citrus and recognize the presence of off-characteristics.

Jan 13/199

Valerie Barrett

Director

Science & Technology

Senior Project Leader - Chemist

This Position

ORGANIZATION:

Research & Technical Services

LOCATION IN THE

Science & Technology

**ORGANIZATION:** 

**Fruit Sciences** 

POSITION TITLE:

Research Specialist - Chemist

POSITION CODE:

**POSITION GRADE:** 

C3

FLSA:

Exempt

SUPERVISION

RECEIVED:

Minimum

**FUNCTIONS AND** RESPONSIBILITIES:

Carries out phases of complex research projects in the areas of decay control and sanitation with regard to chemicals and methods. Analyzes technical aspects of assigned projects, selects and adapts methods and techniques to be used and may devise new techniques. Performs quantitative analysis using laboratory instruments, data entry and computer report generation. Performs chemical analyses and investigations using Responsible for chemical lab operation including standard and novel methods. prioritizing and coordination labor activities, samples, and integrity of laboratory results. Supervise and/or assist with chemical production projects. Some overnight travel will be required. Occasionally dispenses hazardous waste/materials into designated containers

Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course

as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste

content.

**CONTACTS WITH** 

OTHERS:

Packinghouse supervisors, University and USDA scientists, and Government agencies. Internal contact with technical and managerial personnel within Sunkist.

**EDUCATION** REQUIRED:

Bachelor Degree in Chemistry or a related field with a strong background in chemistry, or equivalent.

**EXPERIENCE** REQUIRED:

Two years experience in an analytical chemistry lab. Demonstrated competence in wet chemical techniques and analysis with and maintenance of common laboratory instruments. Working knowledge of computer operation and statistical analysis is desirable. Ability to communicate effectively both verbally and in writing. Ability to direct the work activities of others. Willing and able to left 50 lbs.

12/6/99 Lola

Dennis Manley

DIVISION:

**Processed Products** 

**DEPARTMENT:** 

**Applied Sciences** 

Sr Mgr Quality Control & Development

TITLE:

Technician V Peel/Oil Products

JOB NUMBER:

SUPERVISION:

2273

**SALARY GRADE:** 

Ι

Peel/Oil Manager Quality

**Control** 

FLSA:

Non-exempt

LEVEL OF

Works independently

THIS POSITION

# FUNCTIONS AND RESPONSIBILITES:

Acts as section supervisor in the absence of the manager. Performs complex analyses, tests, investigations, determinations, or other related work. Makes frequent decisions and exercises judgment and discretion where some degree of precedent has been set. Originality and ingenuity are required. Identifies quality problems and recommends solutions. May direct the work activities of junior technicians. Assures all junior technicians receive adequate training. May be required to be available for assistance or consultation during off-duty hours. Performs semi-routine analyses and varied analyses, tests, and investigations on citrus oils, spray dried flavors and peel products. Prepares blend instructions for production. Maintains reserve sample inventories, production blend records and laboratory analysis documents. Provides release information for computer entry and verifies inventory for products lacking proper laboratory coding. Assists on special projects. Insures availability of supplies and equipment for the laboratory. Performs data entry of technical and operating information. Prepares frequent oral and written reports, including weekly status reports for Quality Control. Must be available for weekend, holiday and shift work.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

#### **CONTACTS WITH OTHERS:**

Production, Marketing, Inventory Administration, Sales, Scheduling, Warehousing, Technical Services, customers and vendors.

# **EDUCATION REQUIREMENTS:**

High school graduate or equivalent with successful completion of eight college semester units in the sciences, i.e., chemistry, microbiology, food science, mathematics, etc. Appropriate industrial experience may be substituted for college level courses.

# **EXPERIENCE REQUIREMENTS:**

Five years of progressively responsible appropriate laboratory or quality control experience, one of which must have been within the Sunkist environment. Must have the ability to evaluate different taste and aroma attributes of citrus and recognize the presence of off-characteristics. Demonstrated ability to communicate effectively both verbally and in writing.

Au.

David Goforth

**DIVISION:** 

**Processed Products** 

**DEPARTMENT:** 

**Applied Sciences** 

Sr Manager Quality Control

& Development

TITLE:

Technician III JBQC

JOB NUMBER: SALARY GRADE:

SUPERVISION:

3076

307 K **Quality Control Manager** 

FLSA:

Non-exempt

LEVEL OF

**Minimal** 

THIS POSITION

# FUNCTIONS AND RESPONSIBILITES:

Performs routine analytical tests: determination of citric acid, ascorbic acid, Brix, turbidity, ratio, percent fine pulp, coarse pulp, defects, flavor and color. Performs routine analyses as required by the juice products specifications. Calculates and evaluates the results to determine product compliance with specifications. Provides corrections, based on calculations, to bring products into compliance. Furnishes final approvals for product packaging. Prepares samples for post-packaging analyses, reference and customers. Enters laboratory analyses data into computer files. Checks calibration of laboratory equipment. Required to maintain work area in a clean and orderly manner. Must be available for weekend, holiday and shift work. Reports results or problems to his/her supervisor. Participates in the training of junior technicians.

Occasionally dispenses hazardous waste/materials into designed containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Comunication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

#### **CONTACTS WITH OTHERS:**

Production and hourly employees, Scheduling, other Technical staff, Warehouse, Marketing and Sales, suppliers and vendors.

#### **EDUCATION REQUIREMENTS:**

High school graduate with successful completion of eight college semester units in the sciences, i.e. chemistry, microbiology, food science, mathematics, etc.; or equivalent. Appropriate industrial experience may be substituted for college level courses.

# **EXPERIENCE REQUIREMENTS:**

Three years of appropriate laboratory or quality control experience. Requires a knowledge of the good manufacturing practices and ability to perform line checks. Must have the ability to evaluate different taste and aroma attributes of citrus and other juices and recognize the presence of off-characteristics.

Lan 12/13/99

Maria Demognalie

#### POSITION DESCRIPTION

DIVISION:

**Processed Products** 

**DEPARTMENT:** 

**Applied Sciences** 

**Quality Control Manager** 

TITLE:

**Chemist III Quality Control** 

JOB NUMBER:

2277

SALARY GRADE:

J

Chemist IV Group Leader

**JBQC** 

FLSA:

Non-exempt

LEVEL OF

SUPERVISION:

Minimal

THIS POSITION

# **FUNCTIONS AND RESPONSIBILITES:**

Performs complex analyses, tests, investigations, determinations and basic quality control functions. Makes frequent decisions and exercises judgment and discretion where some degree of precedent has been set. Originality and ingenuity is required. Identifies quality problems and recommends solutions. May direct the work activities of juice bench technicians. Responsible for revising or implementing new analytical procedures for use in the laboratory. Reviews data collected on a daily basis to identify and correct quality problems. Assists the Chemist IV Group Leader JBQC in evaluating correct laboratory procedures and equipment for accuracy and efficiency. Assists in the investigation of defective, over-age or mishandled juice products. Must be available for weekends, holidays and shift work. Performs data entry of technical and operating information.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

### **CONTACTS WITH OTHERS:**

Production, Marketing, Inventory Administration, Sales, Scheduling, Warehousing, Research & Technical Services personnel, customers and vendors.

# **EDUCATION REQUIREMENTS:**

Bachelor Degree in Chemistry, Food Science or related scientific field; or equivalent.

### **EXPERIENCE REQUIREMENTS:**

Three years of progressively responsible laboratory experience. Familiarity with food manufacturing practices and an understanding of beverage production desired. Demonstrated ability to communicate effectively both verbally and in writing. Must be able to evaluate different taste and aroma attributes of citrus and recognize the presence of off-characteristics.

Jan 12/13/99

DIVISION:

**Processed Products** 

**DEPARTMENT:** 

**Applied Sciences** 

Quality Control Manager

Owena Borcin Naria Corona Sidney Lopez

TITLE:

Technician III JBQC

JOB NUMBER:

3076

**SALARY GRADE:** 

 $\mathbf{K}$ 

Chemist IV Group Leader

**JBQC** 

FLSA:

Non-exempt

LEVEL OF

SUPERVISION: Minimal

THIS POSITION

# FUNCTIONS AND RESPONSIBILITES:

Performs routine analytical tests: determination of citric acid, ascorbic acid, Brix, turbidity, ratio, percent fine pulp, coarse pulp, defects, flavor and color. Performs routine analyses as required by the juice products specifications. Calculates and evaluates the results to determine product compliance with specifications. Provides corrections, based on calculations, to bring products into compliance. Furnishes final approvals for product packaging. Prepares samples for post-packaging analyses, reference and customers. Enters laboratory analyses data into computer files. Checks calibration of laboratory equipment. Required to maintain work area in a clean and orderly manner. Must be available for weekend, holiday and shift work. Reports results or problems to his/her supervisor. Participates in the training of junior technicians.

Occasionally dispenses hazardous waste/materials into designed containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Comunication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

### **CONTACTS WITH OTHERS:**

Production and hourly employees, Scheduling, other Technical staff, Warehouse, Marketing and Sales, suppliers and vendors.

# **EDUCATION REQUIREMENTS:**

High school graduate with successful completion of eight college semester units in the sciences, i.e. chemistry, microbiology, food science, mathematics, etc.; or equivalent. Appropriate industrial experience may be substituted for college level courses.

# **EXPERIENCE REQUIREMENTS:**

Three years of appropriate laboratory or quality control experience. Requires a knowledge of the good manufacturing practices and ability to perform line checks. Must have the ability to evaluate different taste and aroma attributes of citrus and other juices and recognize the presence of off-characteristics.

Ln 13/13/99

Kathie Blyskal

#### POSITION DESCRIPTION

DIVISION:

**Processed Products** 

**Director Applied Sciences** 

**DEPARTMENT:** 

**Applied Sciences** 

TITLE:

**Quality Control Manager** 

JOB NUMBER:

1897

**SALARY GRADE:** 

G

Sr Manager Quality Control

& Development

FLSA:

**Exempt** 

LEVEL OF

SUPERVISION:

Works independently

THIS POSITION

# **FUNCTIONS AND RESPONSIBILITES:**

Responsible for the Quality Control Laboratory activities at the Ontario processing plant. Is the primary liaison between Technical Services, USDA and operations at the Ontario plant. Manages the activities of technical personnel to facilitate the efficient analysis of Sunkist products. Collaborates with Fruit Testing Laboratory in Ontario. Responsible for in-process and finished product quality control and plant sanitation program and plant conformance to GMP's. Investigates processing and product quality problems. Recommends and implements necessary corrective action to resolve problems. Coordinates technical information flow between Ontario and SJV. Makes frequent oral and written reports to operations and Senior Manager Quality Control & Development. Prepares weekly reports on product quality and any related problems. Participates in planning and achieving short and long term department objectives. Must be available weekends, holidays and other than daytime work hours for consultation with staff and customers. Must be available to travel for periods up to four weeks at any time. Responsible for compliance and applicable variances of the Quality Control operating budget. Performs data entry of technical and operating information. Responsible for the timely and accurate update of instrument calibration logs. Responsible for disposition of defective product, over-age inventory and customer returns. Responsible for selection, training and supervision of subordinate employees. Responsible for implementing and carrying out Equal Employment and Affirmative Action programs in his/her unit. Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

# **CONTACTS WITH OTHERS:**

Customers, hourly employees, Inventory Administration, Operations Management personnel, Research and Technical Services staff and vendors.

### **EDUCATION REQUIREMENTS:**

Bachelor Degree in Chemistry, Food Science or a related scientific field or equivalent. An advanced degree in food science, chemistry, or a related scientific field may substitute for experience.

# **EXPERIENCE REQUIREMENTS:**

Eight years experience in a senior technical function including experience in laboratory quality control 'procedures. Demonstrated ability to direct work activities of others. Management techniques desirable.

Jan 12/13/99

Pelar Tanio

### POSITION DESCRIPTION

DIVISION:

**Processed Products** 

DEPARTMENT:

**Applied Sciences** 

Sr Manager Quality Control

& Development

TITLE:

Chemist IV Group Leader JBQC

**JOB NUMBER:** 

SUPERVISION:

I

2104

**Quality Control Manager** 

**SALARY GRADE:** 

FLSA:

Exempt

LEVEL OF

Works independently

THIS POSITION

# FUNCTIONS AND RESPONSIBILITES:

Supervises, trains, and schedules the juice bench technicians in the Ontario quality control laboratory. Coordinates with production to assure the scheduling of work coincides with manufacturing needs and resolves difficulties in communication, laboratory procedures, personnel and processing. Accountable for the calculations of various laboratory physical and chemical analysis. Ensures data collection and entry on the work sheets and batch cards. Reviews data collected on a daily basis to identify and correct quality problems, reporting significant changes to supervisor, manager or other appropriate personnel. Initiates corrective action whenever possible. Processes tanker paperwork, prepares blends, as requested, and investigates customer complaints. Evaluates correct laboratory procedures and equipment for accuracy and efficiency. Assists in the investigation of defective, over-age or mishandled juice products. Prepares frequent oral and written reports, including weekly status reports for Quality Control. Performs data entry of technical and operating information. Must be available for weekend, holiday and shift work. Responsible for implementing and carrying out Equal Employment and Affirmative Action programs in his/her unit. Responsible for selection, training and supervision of subordinate employees. Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

#### **CONTACTS WITH OTHERS:**

Production, Marketing, Inventory Administration, Sales, Scheduling, Warehousing, Technical Services, customers and vendors.

### **EDUCATION REQUIREMENTS:**

Bachelor Degree in Chemistry, Food Science or related scientific field or equivalent. An advanced degree in chemistry, food science or a related scientific field may substitute for experience.

# **EXPERIENCE REQUIREMENTS:**

Five years of progressively responsible laboratory experience. Knowledge of the good manufacturing practices and the ability to perform line checks required. Must have the ability to evaluate different taste and 'aroma attributes of citrus and other juices and recognize the presence of off-characteristics

Bill Cheeks

### POSITION DESCRIPTION

DIVISION:

**Processed Products** 

**DEPARTMENT:** 

**Applied Sciences** 

Sr Manager Quality Control

& Development

TITLE:

Technician IV Peel/Oil Products QC

JOB NUMBER:

J

**SALARY GRADE:** 

Peel/Oil Manager Quality

Control

FLSA:

Non-exempt

LEVEL OF SUPERVISION:

Works independently

THIS POSITION

# FUNCTIONS AND RESPONSIBILITES:

Performs complex analyses, tests, investigations, determinations or other related work. Makes frequent decisions and exercises judgment and discretion where some degree of precedent has been set. Originality and ingenuity are required. Identifies quality problems and recommends solutions. May direct the work activities of junior technicians. Assures all junior technicians receive adequate training. May be required to be available for assistance or consultation during off-duty hours. Performs semi-routine and varied analyses, tests, investigations on citrus oils, spray dried flavors and peel products. Prepares blend instructions for production. Maintains accurate base product inventories. Provides information to marketing for planning purposes. Maintains reserve sample inventories, production blend records and laboratory analysis documents. Provides release information for computer entry and verifies inventory for products lacking proper laboratory coding. Assists on special projects. Insures availability of supplies and equipment for the laboratory. Checks and maintains the calibration of laboratory equipment and reagents and records data in the calibration logs. Performs data entry of technical and operating information. Prepares frequent oral and written reports. Must be available for weekend, holiday and shift work.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

# **CONTACTS WITH OTHERS:**

Production, Marketing, Inventory Administration, Sales, Scheduling, Warehousing, Technical Services, customers and vendors.

### **EDUCATION REQUIREMENTS:**

High school graduate or equivalent with successful completion of eight college semester units in the sciences, i.e., chemistry, microbiology, food science, mathematics, etc. Appropriate industrial experience may be substituted for college level courses.

# **EXPERIENCE REQUIREMENTS:**

Five years of appropriate laboratory or quality control experience one of which must have been within the Sunkist environment. Must have the ability to evaluate different taste and aroma attributes of citrus and recognize the presence of off-characteristics.

Lan

Lex Kongrabbal

DIVISION:

**Processed Products** 

**Director Applied Sciences** 

**DEPARTMENT:** 

**Applied Sciences** 

TITLE:

Peel/Oil Manager Quality Control

JOB NUMBER:

SUPERVISION:

2301

**SALARY GRADE:** 

 $\mathbf{G}$ 

Sr Manager Quality Control

& Development

FLSA:

Exempt

LEVEL OF

Works independently

THIS POSITION

#### FUNCTIONS AND RESPONSIBILITES:

Responsible for the peel and oil Quality Control Laboratory activities at the Ontario Processing Plant. Provides technical expertise in the manufacturing, utilization and storage of all peel and oil products. Provides technical assistance to customers and departments of Sunkist. Investigates processing and product quality problems. Recommends and implements necessary corrective action to resolve problems. Investigates and resolves customer complaints. Reviews, develops and writes methods for testing and evaluation of products. Evaluates new equipments to improve accuracy and efficiency of analysis. Recommends purchases. Writes blending and manufacturing instructions, product specifications and customer certificate of analysis. Coordinates technical information flow between Ontario and SJV. Makes frequent oral and written reports to operations and the Senior Manager Quality Control. Prepares weekly reports on product quality and any related problems. Participates in planning and achieving short and long term department objectives. Demonstrates an applied understanding of scientific laboratory instrumentation with operational skills in specific disciplines. Responsible for selection, training, and supervision of subordinate employees. Responsible for implementing and carrying out Equal Employment and Affirmative Action programs in his/her unit. Must be available weekends, holidays and other than daytime work hours for consultation with staff and customers. Must be available to travel for periods up to four weeks at any time. Responsible for compliance and applicable variances of the Quality Control operating budget. Performs data entry of technical and operating information. Responsible for the timely (overall) calibration of instruments and the accurate update of instrument calibration logs. Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

### **CONTACTS WITH OTHERS:**

Customers, hourly employees, inventory administration, operations management personnel, Research and Technical Services staff and vendors.

# **EDUCATION REQUIREMENTS:**

Bachelor Degree in Chemistry, Food Science or a related scientific field or equivalent. An advanced degree in Food Science, Chemistry or a related scientific field may substitute for experience.

# **EXPERIENCE REQUIREMENTS:**

Eight years experience in a senior technical function including laboratory quality control procedures. Demonstrated ability to direct the work activities of others. Management techniques desirable.

Leslie Poppa

DIVISION:

Research & Technical Services

Assistant Manager Manufacturing

**DEPARTMENT:** 

**Research Operations** 

**Fabrication Lead** 

Manufacturing

JOB NUMBER:

1859

Foreman

**SALARY GRADE:** 

K

FLSA:

TITLE:

Non-Exempt

LEVEL OF

General with direction from

**SUPERVISION:** 

**Manufacturing Foreman** 

THIS POSITION

### **FUNCTIONS AND RESPONSIBILITES:**

Directs the work activities of the manufacturing machinist, sheet metal technician and welder in daily functions, keep records of time, reporting progress to foreman.

Machines parts on citrus equipment with little or no supervision. Will manufacture parts from blueprint layouts as required.

Maintains accurate records and travelers of equipment fabricated.

Assists in maintaining equipment used in manufacturing operation, and assists in improving the efficiency of the operations including set up.

Responsible for updating personal knowledge of new equipment and company requirements. Maintains and utilizes the shop facility in a clean and safe manner.

Will be required to work overtime, travel for extended periods of time, and assist other groups or individuals as deemed necessary.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

#### **CONTACTS WITH OTHERS:**

Contact with Research Engineers/Technicians from design department and packinghouse personnel.

### **EDUCATION REQUIREMENTS:**

High school graduate or equivalent.

# **EXPERIENCE REQUIREMENTS:**

Four years of progressively responsible experience in a manufacturing shop. Must have experience in setting up press brake, layout of the drawings, drill machine, lathes, spot welder, MIG & TIG welding. Must have own tools. Must be able to read and understand engineering blueprints for fabrication of parts. Must be capable of using precision tools. Capable of performing heavy physical labor on large machinery. Willing and able to lift 60 lbs.

Longham

Jose Grano

**DIVISION:** 

Research & Technical Services

**Research Operations** 

Assistant Manager Manufacturing

Manufacturing Foreman

TITLE:

Machinist A

**JOB NUMBER: SALARY GRADE:** 

**DEPARTMENT:** 

1819

**D2** 

FLSA:

Non-exempt

LEVEL OF

General with direction from **Manufacturing Foreman** 

THIS POSITION

**SUPERVISION:** 

# **FUNCTIONS AND RESPONSIBILITES:**

Performs setup and operates all types of machine shop equipment. Assists Machinist "B". Maintains accurate records and travelers of equipment fabricated. Assists in maintenance of equipment operated by manufacturing/fabrication facility. Assists in maintenance of proper tools used in machine shop. Maintains and utilizes shop facility in a clean and safe manner. Will be required to work overtime, travel for extended periods of time, and assist other groups as deemed necessary.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

#### **CONTACTS WITH OTHERS:**

Contact with all levels of Research & Technical Services personnel and packinghouse personnel.

# **EDUCATION REQUIREMENTS:**

High school graduate or equivalent

# **EXPERIENCE REQUIREMENTS:**

Two years experience operating assorted types of machine shop equipment. Ability to make tooling. Ability to operate equipment with little or no supervision. Ability to read and understand engineering blueprints for the fabrication of parts. Ability to use precision tools in the machining process. Must have own tools. Must be willing and able to lift 60 lbs. Capable of performing heavy physical labor on large machinery.

Am

Cesar Medrono

**DIVISION:** 

Research & Technical Services

Assistant Manager Manufacturing

**DEPARTMENT:** 

**Research Operations** 

vianuiaciui ing

TITLE:

Manufacturing Painter "B"

JOB NUMBER: SALARY GRADE:

1818 D2 Manufacturing Foreman

FLSA:

Non-exempt

LEVEL OF

General with direction from

THIS POSITION

SUPERVISION:

Manufacturing Foreman

### **FUNCTIONS AND RESPONSIBILITES:**

Prepares and paints all equipment as required by drawings. Assists in maintenance of equipment operated by painters in painting fabricated parts. Maintains accurate records and travelers of equipment painted. Assists in the ordering of paint and supplies. Maintains and utilizes shop facility in a clean and safe manner. Will be required to work overtime, travel for extended periods of time, and assist other groups as deemed necessary. Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

#### **CONTACTS WITH OTHERS:**

Contact with Research Engineers/Technicians from Research Engineering Department.

# **EDUCATION REQUIREMENTS:**

High school graduate or equivalent.

#### **EXPERIENCE REQUIREMENTS:**

One year experience in production painting. Capable of performing heavy physical labor on large machinery. Must be able to lift 60 lbs. Capable of using pressure pot and air spray equipment. Capable of working with little or no supervision.

gon,

Adrean Baheva Joel Hoffman

**DIVISION:** 

Research & Technical Services

**DEPARTMENT:** 

**Research Operations** 

Logistics & Manufacturing

Manager

TITLE:

Manufacturing Foreman

JOB NUMBER: SALARY GRADE:

SUPERVISION:

1863 B6 Assistant Manager Manufacturing

FLSA:

Non-exempt

LEVEL OF

Independent with direction from Assistant Manager Manufacturing

THIS POSITION

#### **FUNCTIONS AND RESPONSIBILITES:**

Responsible for training and directing supervision of fabrication and assembly workers in Manufacturing Group. Will coordinate the daily job duties of employees as schedule of fabrication requires. Will assist in maintaining personnel files for temporary employees hired for Manufacturing department. Performs all types and phases of manufacturing to produce or repair products for resale or lease. Assists with assembly, test, delivery and set up of equipment. Receiving inspection responsibility and check off. Controls individual job card processing. Display proficiency on commonly used machine shop equipment, sheet metal and welding equipment. Maintains and utilizes the shop facility in a clean and safe manner. Will review and approve time cards and determine appropriate coding of payroll timeslips. Update knowledge as may be required to stay abreast with state-of-the-art and company requirements. Will be required to work overtime, travel for extended periods of time, and assist other groups or individuals as deemed necessary. Responsible for selection, training and supervision of subordinate employees. Responsible for implementing and carrying out Equal Employment and Affirmative Action programs in his/her unit.

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

### **CONTACTS WITH OTHERS:**

All levels of Sunkist employees and packinghouse personnel.

# **EDUCATION REQUIREMENTS:**

High school graduate or equivalent.

### **EXPERIENCE REQUIREMENTS:**

Three years of progressively responsible experience in a manufacturing shop. Ability to supervise. Must have experience in set up and operation of lathe, milling machine, sheet metal equipment, drill press, use of precision measuring tools, blue print reading, welding, interpretation of electrical schematics, wiring and check out of electrical machine control circuits, plumbing and check out of pneumatic and vacuum systems. Must be able to use paint spray equipment and application. Capable of performing heavy physical labor on large machinery. Willing and able to lift 60 lbs. Must possess, after a reasonable period of time, a complete set of machinist's precision tools for use in manufacturing facility.

fm 12/13/99

# NEMECIO AGULLAR

# JOB DESCRIPTION

Job Title:

Machinist 1/C

Date: December 13, 1999

Department: Maintenance

# Summary:

Performs various machining assignments and install, services, dismantles, rebuilds, repairs and maintains various plant machinery and equipment throughout the plant.

#### Qualifications:

Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's and Employees's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content. Normal communications ability. Prefer approximately four years experience in machining and mechanical repair and construction. Good at shop mathematics and/or geometry and trigonometry. Requires the ability to set up speed and feed of machines and use all precision measuring tools such as, calipers, micrometers, height gauges, scales, verniers, etc. Knowledge of plant operations is helpful. Be able to work close to tolerances. Able to read blueprints, schematics and follow verbal instructions.

# **Tools, Equipment and Materials:**

Drills, presses, grinders, acetylene gas welders/cutters, TIG/MIG welders, metallic arc welder, rigging equipment, transits and all mechanic/welders tools and hydraulic equipment's.

Source of Supervision: Foreman and Leadman

Direction Exercised: Normally none, but may occasionally direct laborers, and clean-up crews.

# **Duties:**

Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Work from blueprints, schematic drawings, or verbal instructions. Plans lays out, constructs and/or repairs and installs machinery or equipment independently. Sets up and operates machines such as lathes, mill, grinders, drill press, radial drill, and shapers. Locates and diagnoses trouble causing machine and equipment breakdown. Makes installations in conformance with operating instructions or manufacturers specifications. May occasionally do required labor work. Keeps work area clean and observes safety rules, especially with regard to power tools, equipment, and fire prevention.

Weight Requirements: Must be able to lift 40 lbs from ground to waist level.

**Physical Requirements:** Must be able to climb a flight of stairs throughout the shift. Position requires repetitive bending and stooping. Employee may be required to remain in standing position for 6 hours.

**DIVISION:** 

Research & Technical Services

**DEPARTMENT:** 

**Applied Sciences** 

**POSITION TITLE:** 

Process Development & Environmental Specialist

JOB NUMBER:

**SALARY GRADE:** 

C3

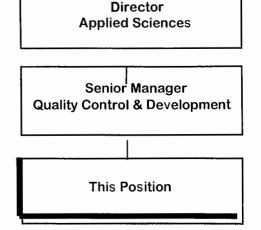
FLSA:

Exempt

**LEVEL OF** 

SUPERVISION:

Works independently



#### **FUNCTIONS AND RESPONSIBILITIES:**

To provide a variety of professional duties relative to the development and/or validation of new processes or equipment specifications in the production of citrus juices processing or related by-products. Initiate, plan, conduct and report on projects involved with improving current procedures or processes by modifying procedures or processing protocol or by implementation of innovative procedures and/or technologies. Assist Environmental Compliance Specialist in providing Hazardous Waste Management Program oversight in his/her absence, performing the duties necessary to ensure regulatory compliance with hazardous waste and emergency response regulations and providing direction to Hazardous Waste Technician, if necessary. Assist Process Development & Environmental Engineer in related process development and/or environmental projects as needed. Ability to perform duties with high level of independence. Provide technical recommendations and assistance as required for process development and/or regulatory implementation. Ability to cooperatively work with others toward maximizing results and timely project completion. Knowledge of hazardous waste laws and regulations with the ability to correctly interpret and appropriately apply these regulations to the workplace environment. Ability to direct and coordinate the work activity of others. Ability to critically analyze technical data and effectively communicate the results to non-technical management and staff. Communicate clearly & concisely both orally and in writing. Knowledge of modern office procedures, methods and computer equipment; methods & techniques of a variety of training and instructional strategies; principles & procedures of record keeping; English usage, spelling, grammar & punctuation; Word, Excel, PowerPoint. Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Possession of a valid California Driver's License. Demonstrate successful completion of training in accordance with 22 CCR 66265 and 29 CFR 1910, 120 (g) for hazardous waste management and knowledge of emergency response procedures in accordance with the HWMP's Employee Training Plan. This training may be supplemented with outside coursework as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

#### CONTACTS WITH OTHERS:

Frequent contact with plant and interdepartmental personnel. Occasional contact with outside vendors and minimal contact with regulatory agency representatives.

#### **EDUCATION REQUIRED:**

Bachelor Degree in Chemical Engineering, Food Science, Chemistry or related field.

#### **EXPERIENCE REQUIRED:**

Four years of direct experience in food processing. An advanced degree in the above mentioned subjects may be substituted for experience (three years experience with a Master's Degree or no experience needed with a Doctorate Degree.

DIVISION:

Research & Technical Services

**DEPARTMENT:** 

**Applied Sciences** 

**POSITION TITLE:** 

Process Development & Environmental Engineer

JOB NUMBER:

SALARY GRADE:

C3

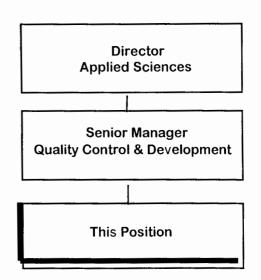
FLSA:

Exempt

**LEVEL OF** 

SUPERVISION:

Works independently



#### **FUNCTIONS AND RESPONSIBILITIES:**

To provide a variety of professional duties relative to the development and/or validation of new processes or equipment specifications in the production of citrus juices processing or related by-products. Initiate, plan, conduct and report on projects involved with improving current procedures or processes by modifying procedures or processing protocol or by implementation of innovative procedures and/or technologies. Assist Environmental Compliance Specialist in providing Environmental Management Program oversight in his/her absence, performing the duties necessary to ensure regulatory compliance with wastewater and water quality regulations and providing direction to staff, if necessary.

Assist Process Development & Environmental Specialist in related process development and/or environmental projects as needed. Ability to perform duties with high level of independence. Provide technical recommendations and assistance as required for process development and/or regulatory implementation. Ability to cooperatively work with others toward maximizing results and timely project completion. Knowledge of wastewater and water quality laws and regulations with the ability to correctly interpret and appropriately apply these regulations to the workplace environment. Ability to direct and coordinate the work activity of others. Ability to critically analyze technical data and effectively communicate the results to non-technical management and staff. Communicate clearly & concisely both orally and in writing. Knowledge of modern office procedures, methods and computer equipment; methods & techniques of a variety of training and instructional strategies; principles & procedures of record keeping; English usage, spelling, grammar & punctuation; Word, Excel, PowerPoint. Possession of a valid California Driver's License. Occasionally dispenses hazardous waste/materials into designated containers as a result of performing required tasks on the job. Demonstrate successful completion of Hazard Communication and Recognition training as outlined in the Hazardous Waste Management Program's Employee's Training Plan. This training may be supplemented with additional course work as necessary. If necessary, initial training to be completed within 6 months of employment followed by annual refresher training of similar course content.

#### CONTACTS WITH OTHERS:

Frequent contact with plant and interdepartmental personnel. Occasional contact with outside vendors and minimal contact with regulatory agency representatives.

#### **EDUCATION REQUIRED:**

Bachelor Degree in Chemical Engineering, Food Science, Chemistry or related field.

### **EXPERIENCE REQUIRED:**

Four years of direct experience in food processing. An advanced degree in the above mentioned subjects may be substituted for experience (three years experience with a Master's Degree or no experience needed with a Doctorate Degree.

Lola 12/16/99 **Engineer Manager** 

Requires a BS degree in Chemistry, Chemical Engi-neering, or BSME, & hands on experience with web coating or printing & mix equipment. Must have experience in designing coating & related equipment. Strong management & interpersonal skills are essential. Understanding of coating methods, SPC & design of experiments is pref. Experience with continuous improvement, ISO 9002 & planning plant layout/work flow is desired.

**Design Engineer** Requires a Mechanical Engineering degree or min 7 yrs of design experience with coating or printing & related equip-ment, & 5+ yrs experience with designing mechaniequipment/systems. Must have experience with specifying & incor-porating into designs equipment, hands-on use of Autocad, & understanding of machine sop ractices. Familiarity with covering equipment & control, including dry-ers, slitters, & ISO 9001 is preferred. Experience with managing equipment construction projects, selecting ma-chine shops & analyzing bids is desired. Under standing of precision, machinery & parts as-sembly is a plus.

competitive benefits package is offered. Send your resume to SK America, Inc. Attn: HR Dept, 307 N. Pastoria Ave, Sunnyvale, CA 94086 (408) 720-0947. E-mail esumes@skcam.com

ENGINEERING/SALES

# REGIONAL SALES MANAGER

TRAVEL!

South America

Mfr. of commercial, industrial & aerospace instrumentation has need for an individual to expand the market and customer base in Power

ENGINEERING ...

Southern California high growth startup company needs two experienced

LOS ANGELES TIMES

**CLEANROOM PROCESS TECHNICIANS** 

> Photolith/Wet **Process Tech**

The successful candidate will have a min. 2 yr technical degree and a process bkgrd including hands-on exp, in spin coating and general photoresist processing for split/second shift support. Must be detailed, thorough, flexible, and willing to cross-train in other cleanroom operations for back-up support. Previous semiconductor or MEMS processing exp. is a plus.

> Vacuum Process <u>Technician</u>

This position requires a min. 2 yr technical degree and 2 yrs bkgrd in thin film physical vapor depo-sition (PVD) in support of a split/second shift operation. Primary responsibilities will include sputter and evaporator systems however, must be willing to cross-train in support of other operations. A mechanical aptitude is a plus in addition to previous semiconductor or MEMS processing exp

If you are interested in joining a rapidly moving high-growth company with an equity opportunity, Fax your resume to Process Tech.

@818/991-7069

ENGINEERING

**DIRECTOR-TRANSITION** ENGINEERING

Dacor, a progressive manufacturer of high quality, innovative appliances, is seeking a dymanic individual to assist our organization in maintaining its growth. Qualified candidates must have comprehensive knowledge of thermal transfer processes and analysis, food processing equipment and standards of ANSI and aspects of vehicle develop-

ENGINEERING

SOFTWARE/SYSTEM TEST ENGINEER

Join Us NOW & Receive HOLIDAY PAY

During Our Winter Shutdown 12/24-12/31!!

EXCELLON, global leader in the manufacture of computer controlled machinery, is seeking an engineering professional with strong organizational, time manage ment & communication abil ities in a team environment

You will have the ownership of & play a central role in establishing world class quality in high performance machine tools using the lattechnologies. The product is software centric, but requires expertise in both machine controls hardware testing & software testing/development.

Qualifications include BS in Computer Science or related discipline (Masters desirable) with min. 3-5 yrs exp. in testing/software development. Knowledge & proven track record in deploying software/systems testing methodologies for real-time embedded systems is a MUST. Exp. in real-time systems development, industrial I/O interfacing, PLC, motion control & programming in C/Visual Basic preferred. This position is very ferred. This position is very challenging, but provides you opportunities to diversify your job skills!

We offer xint salary & bene-fits. Please forward/fax resume & sal. hist. to: EXCELLON AUTOMATION, 24751 Crenshaw Blvd, Tor-rance, CA 90505; FAX

310/534-6771. Web Site: www.excellon.com EDE M/F/D/V

Excellon

ENGINEERING

**Regulation Analyst** 

Toyota has an immediate opening on our Regulatory team. This position is locat ed in Torrance, CA and will be responsible for following, analyzing and making recommendations on regulatory trends of state and federal regulatory agencies. Will work closely with par ent company to understand how trends affect technical

Engineering/Program Mgr.

See the Light.

Optical Coating Laboratory, Inc. (OCLI), the world's premier manufacturer of highperformance optical products, currently has the fol-lowing position available:

Programs Manager
We are looking for someone
with proven ability and reputation within the DOD
program industry to initiate new business through customer and program contacts. You will manage technical aspects as well as budget, plan, and organize programs and successfully coordinate the use of in-ternal and external resources.

We require a BS in a technical field and an MS in business or comparable experiness or comparable experi-ence managing DOD pro-grams, along with working knowledge of government procurement administra-tion and SBI. Excellent interpersonal, presentation, written and verbal communication skills combined with effective team leadership is also required. Applicants selected will be subjected to a communication subject to a communication with the subject of the s cants selected will be sub-jected to a government se-curity investigation and must meet eligibility re-quirements for access to classified information.

To apply, please forward your resume, indicating Job Code 2483, to: Optical Coating Laboratory, Inc., 2789 Northpoint Parkway, Dept. 245, Santa Rosa, CA 95407-7397; Fax: (707) 525-7761. Or, E-Mail your resume, indicating Job Code in the subject heading to: the subject heading to: resumes@ocli.com. We are an equal opportunity em-ployer, dedicated to workplace diversity. To learn more about OCLI, please visit us on the Web at: www.ocli.com.

OCLI

Engineer

**PACKAGING ENGINEER** 

Biosense Webster, one of the Johnson & Johnson family of companies, is the industry leader in production of high quality EP catheters. We currently have an opportunity for an individual to resolve packaging problems for current and new pro-

Engineer

SOFTWARE **ENGINEER** 

Teledyne Controls is a premier supplier of realtime airborne and ground systems which provide data acquisition, recording, display, communications and analysis capabilities for aircraft helicopter and airport ap plications. To meet our growing development ac tivities, we have an open ing for a Software Eng

Candidate will perform and maintenance for aut omatic test equipment and avionics equipment simulators. Other duties include working with a team of software an test engineers to develop Window-based real-time automatic test sets. Re sponsibilities include analysis, design, code test and design docu mentation.

Must have 3+ years experience and a BS or MS in Engineering or Computer cience. Knowledge of C++, Visual Basic, Micro-oft Windows 95/98 and GUI a must.

Please apply in person or forward your resume, including salary history, to: Teledyne Controls, Attn: Human Resources, 12333 W. Olympic Blvd., Los Angeles, CA 90064. FAX (310) 442-4323. E-mail: jobs@te-

ledyne.com.EOE

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Engineering

APPLICATION ENGINEER (INLAND EMPIRE)

The Test Equipment Division, located in Pomona, is currently looking for an Applications Engineer. This individual must have excellent communications skills and the ability to work with others in a team environment. Visit our website at www. ectinfo.com.

Technical skills include the following:

ENTERTAINMENT ★ MANAGER ★

Hollywood Palladium seeks Mgr. exp'd in all aspects of VENUE MANAGEMENT. Send resume to: (323) 962-7502

> **ENVIRONMENTAL** COMPLIANCE **SPECIALIST**

Ontario, CA Sunkist Growers, one of the leading grower-owned agri-cultural marketing organizations, has an excellent op-portunity for a skilled pro-fessional who has a BS in Environmental Science or a related field. To succeed in this challenging role, you must possess 2+ years of experience in program verification, environmental compliance and hazardous waste management. Requires expertise with training and instruction techniques as well as a knowledge of federal/state/local regulations and environ-mental health programs and principles. Proficiency in MS Office is essential, as are excellent communication skills.

Sunkist offers a congenial work environment with a comprehensive benefits package, including a 401K plan. Please send/FAX your resume to: Sunkist, HR Dept. #500, P.O. Box 7888, Van Nuys, CA 91409, FAX (818) 379-7504. EOE.

Sunkist



Envon. GEOLOGIST- Site development Engr firm seeks staff/project level geologist RG pref. Specializ-ing in Phase II invest. Also, opening for a Phase I proj-ect mgr. asbestos exp a +. Fax res to HR .....909-549-II90

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Special opportunity for strong Escrow Ass't or back-up for Escrow Officer. Also experienced Escrow Receptionist needed. XInt working

conditons, salary & bene-fits. Sara 310-207-1777 Fax 310-820-2230

FINANCE

Care Health Plan is a local independent public entity created to ensure hat the Medi-Cal population of Los Angeles Coun-ty receives culturally sensitive and linguistical-ly competent quality ealth care services. We use public and private partnerships to provide access to health care for our membership of over 600,000. We are one of the largest plans in California and the nation's lar gest public health plan.

Manager

Budget
Overseeing all aspects of our budget process, you will prepare/monitor the annual budget, manage the budget calendar, en-sure deadlines are met and provide training to internal/external users. Requires a BA/BS in Busi ness or Economics (pref ness or Economics (prefer an MBA) and 5+ years of budgeting experience. Must also have 2+ years in a management role and 2 years of proven success in the health care industry, including forecasting experience. Excellent analytical and Excel skills are essential.

Sr. Financial

Analyst
You will prepare the consolidated and monthly forecasts, develop a cost model to allocate departmental expenses and create new financial models. Dutles also include conducting financial/operational analyses, developing an AIDS reconciliation model and preparing the monthly State AIDS invoice. Requires a self-directed team leader with a BA/BS in Accounting, Fidirected team leader with a BA/BS in Accounting, Finance, Economics or Business Administration (an MBA/CPA is preferred) and S+ years of financial or health care experience. A background in financial modeling and an understanding of financial statements are essential. Proficiency essential. Proficiency with Excel and PowerPoint is key, as are excellent communication

Please FAX a cover letter and resume along with salary history to L.A. Care Health Plan at (213)

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